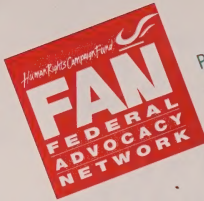


The Human Rights Campaign Fund
Federal Advocacy Network

P.O. Box 1396

Washington, DC 20013





P.O. Box 1396
Washington, DC 20013
(202) 628-4160

June 7, 1994

Dear Organization:

Enclosed you will find the Pride edition of the Human Rights Campaign Fund's Federal Advocacy Network (FAN) *Action Alert*. Founded in Fall 1993, FAN is our response to the need for greater grassroots pressure from Americans supportive of lesbian/gay/bisexual equality. The *Action Alert* is our monthly publication for FAN members and details the national issue that needs action for that month. Using our growing network of dedicated FAN members, we can maintain constituent pressure and communication on issues such as our upcoming Equal Employment Opportunity Act and discrimination based on sexual orientation in Health Care Reform.

This letter is part of our effort to reach out to existing lesbian/gay/bisexual organizations and incorporate your efforts to make a difference in our community into a responsive grassroots network advocating for the rights, health, and welfare of lesbian, gay, and bisexual Americans. The best way for your organization to get involved in FAN is to circulate the *Action Alert* and write the *Action Alert* letter to your Congressperson and Senators, both as individuals and as an organization.

By informing your members and circulating the information in the *Action Alert*, you can take a major step towards expanding the network in your congressional district, and ultimately have a positive impact on your local politics and how your Congressperson and Senators view and vote on issues that affect our community. Organizations are free to publish in their newsletters all or part of the *Action Alert* or simply post it in an obvious place. Please encourage your members to participate in FAN. If you are interested in continuing to receive the *Action Alert* each month, please take a moment to fill out the response portion of the *Action Alert* and mail it to HRCF. Individuals interested in receiving the *Action Alert* should simply send their name, address and phone number.

This year, the Equal Employment Opportunity Act of 1994 will be introduced in Congress. The bill would make discrimination in the workplace on the basis of sexual orientation illegal. As you may know, forty-two states have no protection against discrimination on the basis of sexual orientation -- this is the most important and most viable piece of equal rights legislation to date. Your organization, as a part of your community, can have an impact on the nature and outcome of the debate on our equal rights. For more information on FAN and how you can become involved, call the Human Rights Campaign Fund at (202) 628-4160 or write P.O. Box 1396, Washington DC, 20013.

Sincerely,

Cathy Woolard

Cathy Woolard
Deputy Director of Public Policy



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End Employment Discrimination!

✓ Lesbian and gay people can lose their jobs to discrimination — and there is no federal law to protect us!

✓ Most Americans agree that lesbian and gay people deserve equal rights on the job — but don't know that anti-gay discrimination is widespread and perfectly legal!

**CRACKER BARREL OLD COUNTRY STORE
EMPLOYEE TERMINATION NOTICE**

Reason for Termination:

This employee is being terminated due to violation of company policy. The employee is gay.

✓ The civil rights movement has made equal job rights for lesbian and gay Americans a top priority.

✓ Bipartisan majorities in Congress agree that anti-gay discrimination is wrong.

✓ Now is the time to pass a federal law forbidding job discrimination on the basis of sexual orientation.

**JUST
PASS IT**

EMPLOYMENT
NON-DISCRIMINATION
ACT OF 1994

Here's how you can help...

THE EMPLOYMENT NON-DISCRIMINATION ACT OF 1994 (S.2238/H.R.4636)

HOW TO TALK ABOUT IT:

The Employment Non-Discrimination Act (ENDA) prohibits job discrimination on the basis of sexual orientation. Federal civil rights laws do not currently protect lesbian and gay Americans from discrimination.

Americans are fired, refused work, demoted, harassed in the workplace, and face other kinds of employment discrimination because of their sexual orientation. A few examples include:

- a Detroit postal service employee who was harassed and severely beaten at work but whose discrimination claim was rejected by a federal appeals court because no federal law prohibits anti-gay discrimination;
- a Georgia woman who was fired from her job as an award-winning cook because her company had a written policy against employing gay people;
- a married, heterosexual Kansas man who was refused a teaching job because a school employee suggested that he might be gay.

Most Americans don't know that federal civil rights laws do not protect lesbian and gay people.

Seventy percent of Americans surveyed in a national poll did not know that gay people are not covered under federal civil rights laws. When they learn the facts, 77 percent agree that gay and lesbian people deserve equal rights in employment. Despite differing opinions about gay people, Americans believe that anti-gay job discrimination is wrong.

The civil rights movement has made equal job rights for lesbian and gay Americans a top priority.

Coretta Scott King, wife of the late civil rights leader Rev. Martin Luther King, Jr., spoke at the introduction of the bill to emphasize that equal job rights for gay Americans is a priority for the civil rights movement. The bill is being championed by the Leadership Conference on Civil Rights — the nation's leading civil rights coalition with 185 organizations representing minorities, women, persons with disabilities, older Americans, and major religious groups.

A bipartisan majority in Congress agrees that job discrimination against lesbian and gay people is wrong — and forbids it in their own employment practices.

71 U.S. Senators and 234 Representatives — including bipartisan majorities in both houses of Congress — say they do not discriminate in their offices on the basis of sexual orientation.

A Federal Law Will Protect Rights in Areas with Anti-Gay Policies and Thwart the Radical Right

The Radical Right is waging campaigns nationwide to block or repeal equal rights for gays and lesbians. A federal bill would discourage further Radical Right discrimination campaigns and would make equal job rights the law of the land no matter where an employee lives.

THE EMPLOYMENT NON-DISCRIMINATION ACT OF 1994 (S.2238/H.R.4636)

WHAT IT DOES:

The Employment Non-Discrimination Act of 1994 (ENDA) extends federal employment discrimination protections currently provided to all Americans based on race, religion, gender, national origin, age and disability to sexual orientation. Thus, ENDA extends fair employment practices — not special rights — to lesbians, gay men, bisexuals and heterosexuals. ENDA was introduced by Senator Edward Kennedy and Representatives Barney Frank and Gerry Studds with an unprecedented number of original co-sponsors from both political parties.

ENDA prohibits employers, employment agencies, and labor unions from using an individual's sexual orientation as the basis for employment decisions, such as hiring, firing, promotion, or compensation.

Under ENDA, covered entities cannot subject an individual to different standards of treatment based on that individual's sexual orientation (real or perceived) or discriminate against an individual based on the sexual orientation of those with whom the individual associates.

ENDA **exempts small businesses**, as do existing civil rights statutes, and does not apply to employers with fewer than fifteen employees.

ENDA **exempts religious organizations** including educational institutions substantially controlled or supported by religious organizations.

ENDA **prohibits preferential treatment, including quotas**, based on sexual orientation.

ENDA **does not require an employer to provide benefits** for the same-sex partner of an employee.

ENDA **does not apply to the uniformed members of the armed forces** and thus does not affect current law on lesbians and gay men in the military.

ENDA provides for the **same remedies** (injunctive relief and damages) as are permitted under Title VII and the Americans with Disabilities Act (ADA).

ENDA **applies to Congress**, with the same remedies as provided by the Civil Rights Act of 1991 and the ADA.

The "**disparate impact**" claim available under Title VII of the Civil Rights Act of 1964 (Title VII) is **not available** under ENDA. Therefore, an employer is not required to justify a neutral practice that may have a statistically disparate impact based on sexual orientation.

ENDA is not retroactive.

THE EMPLOYMENT NON-DISCRIMINATION ACT OF 1994 (S.2238/H.R.4636)

HOW YOU CAN HELP:



1. Contact your Members of Congress on the Senate Labor or House Education and Labor Committees: Contact all of your Members of Congress on the Senate Labor and House Education and Labor Committees to voice your support of the Employment Non-Discrimination Act of 1994 (ENDA). (See opposite page) *Ask them to take a stand against job discrimination on the basis of sexual orientation by co-sponsoring ENDA.*



2. Contact your Representative and Senators: Call or write your Members of Congress about ENDA even if she or he is not on a key committee. (See opposite page) Their support early on will help move this bill past the committee stage and onto the floor. *Ask your Members to commit to co-sponsor the bill. Send HRCF copies of their response to you so that our Washington lobbyists have up-to-date info from you.*



3. Schedule visits with your Member of Congress: Contact the district office of your Member of Congress and ask to meet with them during the August recess and other times that they are home. Let them know how employment discrimination has affected you or someone you know. *Ask them to support ENDA.* Contact HRCF's Public Policy Department to report the results of your meeting or if you need assistance.



4. Contact your local newspapers: *Write letters to the editors of your local newspapers in support of ENDA.* Be on the lookout for letter campaigns by the Radical Right in opposition and counter their efforts with a campaign of your own. Send us any articles that make it into print.



5. Get Letters of Endorsement: Public opinion is important. Members of Congress consider public opinion when deciding whether or not to support a certain piece of legislation. Therefore, *letters of endorsement of ENDA from your community's leaders can be very influential and persuasive.* Please take a moment to consider church, civic & business leaders you can approach to ask for endorsements. Once you secure the endorsements, send one copy to your Member of Congress and one to us.



6. Send Us Your Stories and Clippings: In order to make a persuasive case for federal anti-discrimination legislation, we need to demonstrate that lesbians and gays are discriminated against in employment. *Please send us your personal stories or newspaper clippings about other cases in your area to help us educate Congress about employment discrimination.*



7. Tell everyone you know: Make a point of asking your friends, colleagues, and family to write or call their Senators and Representative to voice their support for ENDA. Members of the Clergy and business leaders are especially effective. Copy this briefing packet and share with local newspapers, newsletters and supportive organizations.

SENATE

Committee on Labor and Human Resources

The area code and prefix for Senators is 202-224

CT	<i>Christopher Dodd (D)</i> -2823	NH	Judd Gregg (R) -3324
IA	<i>Tom Harkin (D)</i> -3254	NM	<i>Jeff Bingaman (D)</i> -5521
IL	<i>Paul Simon (D)</i> -2152	OH	<i>Howard Metzenbaum (D)</i> -2315
IN	Dan Coats (R) -5623	PA	Harris Wofford (D) -6324
KS	Nancy Kassebaum (R) -4774	RI	<i>Claiborne Pell (D)</i> -4642
MD	<i>Barbara Mikulski (D)</i> -4654	SC	Strom Thurmond (R) -5872
MA	<i>Edward Kennedy (D)</i> -4543	UT	Orrin Hatch (R) -5251
MN	Dave Durenberger (R) -3244	VT	<i>Jim Jeffords (R)</i> -5141
	<i>Paul Wellstone (D)</i> -5641		

Members who are original co-sponsors of the Employment Non-Discrimination Act appear in italic type.

HOUSE OF REPRESENTATIVES

Committee on Education and Labor

The area code and prefix for Representatives is 202-225-

AS	Eni Faleomavaega (D) -8577	NY	<i>Eliot Engle (D)</i> -2464
AZ	<i>Karan English (D)</i> -2190		Susan Molinari (R) -3371
CA	<i>Xavier Becerra (D)</i> -6235		<i>Major Owens (D)</i> -6231
	Randy Cunningham (R) -5452	NC	Cass Ballenger (R) -2576
	<i>Matthew Martinez (D)</i> -5464	OH	John Boehner (R) -6205
	Howard McKeon (R) -1956		Thomas Sawyer (D) -5231
	<i>George Miller (D)</i> -2095		Ted Strickland (D) -5705
OH	<i>Lynn Woolsey (D)</i> -5161	PA	William Goodling (R) -5836
FL	Dan Miller (R) -5015		Ron Klink (D) -2565
HI	<i>Patsy Mink (D)</i> -4906		Austin Murphy (D) -4665
IL	Harris Fawell (R) -3515	PR	Carlos Romero-Barcelo (D) -2615
IN	Tim Roemer (D) -3915	RI	<i>Jack Reed (D)</i> -2735
KY	Scotty Baesler (D) -4706	TX	Richard Armey (R) -7772
MI	<i>William Ford (D)</i> -6261		Gene Green (D) -1688
	Peter Hoekstra (R) -4401	VA	Robert Scott (D) -8351
	Dale Kildee (D) -3611	VI	Ron de Lugo (D) -1790
MO	<i>William Clay (D)</i> -2406	WA	<i>Jolene Unsoeld (D)</i> -3536
MT	Pat Williams (D) -3211	WI	Steve Gunderson (R) -5506
NE	Bill Barrett (R) -6435		Thomas Petri (R) -2476
NJ	Robert Andrews (D) -6501		
	<i>Donald Payne (D)</i> -3436		
	Marge Roukema (R) -4465		

Members who are original co-sponsors of the Employment Non-Discrimination Act appear in italic type.

ALL OTHERS

To contact your Members of Congress, call the Capitol Switchboard at (202)224-3121 or write:

The Honorable _____
U.S. House of Representatives
Washington, DC 20515

The Honorable _____
U.S. Senate
Washington, DC 20510

To find out who your Members of Congress are, call HRCF's Membership Services Department at (202) 628-4160.

SAMPLE LETTER TO MEMBER OF CONGRESS:

Dear Senator/Representative _____:

I urge you to support S.2238/H.R.4636, the Employment Non-Discrimination Act of 1994. This bill would outlaw discrimination in employment against an unprotected segment of the American population — lesbians, gay men, and bisexuals.

According to a national poll commissioned by the Human Rights Campaign Fund, 77% of Americans believe that people should not be fired or discriminated against in employment because of their sexual orientation. Yet, every day, many hard-working, patriotic Americans experience discrimination and no federal law protects them.

Cheryl Summerville was fired from her job as a cook with Cracker Barrel Old Country Store, Inc. despite her exemplary record on the job. Her separation notice read: "This employee is being terminated due to violation of company policy. The employee is gay." Cracker Barrel has fired over a dozen people under this policy.

Discrimination based on prejudice hurts our economy and spirit, and violates the fundamental American values of fairness and equality. Discrimination on the basis of sexual orientation is wrong and ought to be illegal. I would appreciate your thoughts on this matter. Thank you.

SAMPLE LETTER TO THE EDITOR—FROM A BUSINESS OWNER:

Dear Editor:

As an employer who recognizes the value of a diverse and productive work force, I support a federal law prohibiting job discrimination on the basis of sexual orientation. If American business is to compete in the world market, we need the best workers possible. Excluding qualified people from the work force for reasons other than job performance is bad for business and bad for America.

My company welcomes all qualified applicants, without regard to their race, sex, religion, sexual orientation or any other factor unrelated to their work abilities. Finding good workers is challenging enough without excluding qualified job applicants because they are gay. I only care if they can do the job, do it well, and contribute to the success of the business.

I don't allow discrimination on the job by my employees. Our success depends on cooperation and teamwork. A welcoming workplace keeps things running smoothly and ensures top productivity.

A federal law protecting people from discrimination on the basis of sexual orientation would not be a burden on business. A bill now before Congress explicitly prohibits quotas and preferential treatment. The Employment Non-Discrimination Act deserves the support of the business community, and all people who believe in the fundamental American values of hard work and fair play.

SAMPLE LETTERS TO THE EDITOR—GENERAL:

Dear Editor:

People who want to work hard, pay their taxes and be responsible members of the community should not be discriminated against at work. Equal opportunity and fair play are our country's most cherished values.

Unfortunately, laws prohibiting job discrimination do not cover gay people. Lesbians and gay men can be refused work, fired, demoted, or treated unfairly for reasons totally unrelated to their ability to do the job. It happens all the time.

Without a law against such discrimination, people have nowhere to turn. The law ought to protect people from anti-gay discrimination, just like it protects them from discrimination based on race, sex, religion and other areas.

Being gay has no effect upon job performance. Discrimination is wrong. It ought to be illegal.

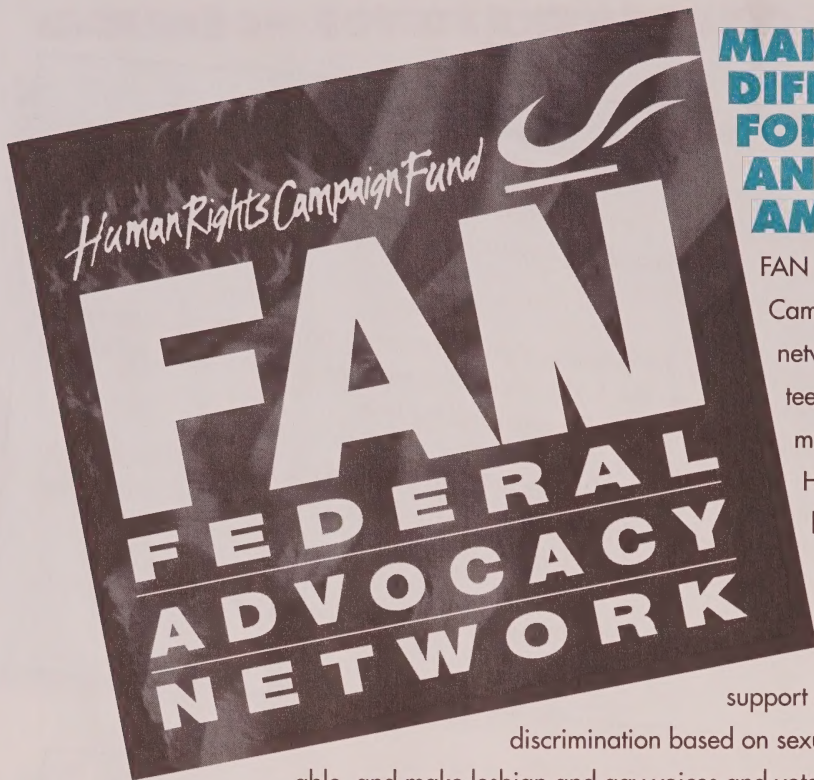
Dear Editor:

I have read stories about hard-working people who lost their jobs to discrimination and had nowhere to turn for help. I was shocked to learn that gay people can be refused work, fired or treated unfairly and have no federal law to protect them.

[Insert a local story here.]

Civil rights laws that protect Americans from discrimination on the basis of race, religion, sex and other areas do not apply to gay citizens. This is wrong. Anyone who wants to work hard, pay their taxes and contribute to the community should not suffer discrimination.

We need a national anti-discrimination law that protects people from losing their jobs because of their sexual orientation. When someone is fired because of prejudice, we lose a taxpayer, a provider and a contributing member of society. Discrimination hurts us all.



MAKING A DIFFERENCE FOR LESBIANS AND GAY AMERICANS.

FAN is The Human Rights Campaign Fund's nationwide network of grassroots volunteers trained in state-of-the-art mobilization techniques.

HRCF works at the national level and with members locally to: lobby Congress on federal issues, fight anti-gay initiatives,

support candidates who believe discrimination based on sexual orientation is intoler-

able, and make lesbian and gay voices and votes count in American politics. FAN members make a difference by writing letters, making phone calls, working on political and legislative activities, and organizing house parties.

WORK FOR EQUALITY — PASS ENDA — JOIN FAN

We hope that you've found this Action Alert informative. If you would like to receive it every month in order to learn about new developments and what you can do to help, fill out the form below and send it to FAN, P.O. Box 1396, Washington, DC 20013. We are looking forward to hearing from you.

JOIN FAN

- ☐ I want to do my part to effect change by joining FAN.
- ☐ I want responsibility for organizing FAN members by becoming a Congressional District Coordinator.
- ☐ I would like to use my political experience by becoming a State Coordinator.

Name _____

Address _____

City _____ State _____ Zip _____

Work phone (May we call you at work _____?) _____ Home phone _____

In addition to joining FAN, I want to make a financial contribution to HRCF's grassroots network. Enclosed is my contribution of:

- ☐ \$25 ☐ \$40 ☐ \$100 ☐ _____
- ☐ check ☐ VISA ☐ MasterCard

Please enclose a check payable to HRCF or return this form with your credit card information.

Card Number _____ Expiration Date _____

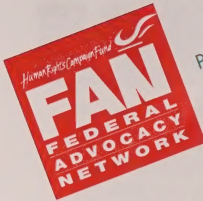
☐ We share our mailing list with like-minded organizations. If you prefer not to have your name exchanged, please check here.

FANews is published monthly by the Human Rights Campaign Fund. As America's largest lesbian and gay political organization, the Human Rights Campaign Fund fights to end discrimination based on sexual orientation and to protect the safety and health of lesbians, gay men and bisexuals. We invite all gay, lesbian and bisexual Americans who are concerned about their rights, safety and health to join us. We also encourage and appreciate membership support from non-gay supporters — our families, friends, co-workers and neighbors.

Please direct all inquiries, contributions, and changes of address to: HRCF, P.O. Box 1396, Washington, DC 20077-4462 or (202) 628-4160.



MB4FA2



P.O. Box 1396
Washington, DC 20013
(202) 628-4160

July 13, 1994

Dear FAN Member:

This month's **Action Alert** consists of two booklets on the most critical issues facing lesbians, gay men and bisexuals: job discrimination and health care. The booklets contain up-to-date information on the Employment Non-Discrimination Act of 1994 (ENDA) and Health Care Reform.

The Employment Non-Discrimination Act of 1994 was introduced in the House and Senate in June. The booklet describes the need for legislation, facts about the bill, and what you can do to move the bill through Congress this year. This is the most viable lesbian and gay equality bill to ever be introduced, but it won't move without **your** help.

Health Care Reform is moving quickly through Congress. It is vitally important that lesbian and gay Americans are included fully in health care reform. Congress must hear from you as soon as possible so that lesbian and gay health concerns are properly addressed in this landmark legislation. "What Every Lesbian and Gay American Needs To Know About Health Care Reform" provides information and ideas on how you can join the fight.

If passed, both pieces of legislation have the ability to greatly improve the quality of life of lesbian and gay Americans. We must do our part to ensure Congress hears from us and our supporters on both issues, and in force. *We know the Radical Right will not be silent on either debate.*

Be a part of the team that moves these two historic bills through Congress. Stay actively involved in FAN by writing, phoning, and visiting your Congresspersons, and grow the network by asking others to join. Please call if you have any questions.

Sincerely,

Cheryl Camillo Kris Pratt Cathy Woolard

MOVE THE BILLS!
LET CONGRESS KNOW YOUR VIEWS
VISIT YOUR CONGRESSPERSONS
AUG. 15 - SEPT. 6
CALL THEIR DISTRICT OFFICE TODAY
TO SET UP AN APPOINTMENT

GRASSROOTS WORKS WHEN WE ALL WORK TOGETHER

FAN Makes a Difference

Persuading Members of Congress to sign HRCF's non-discrimination policy is an important first step towards educating Members about discrimination against our community, and building support on Capitol Hill to end discrimination against gay and lesbian Americans. The task of moving a Member of Congress is often challenging, but FAN has played a critical role in convincing Members to sign non-discrimination policies. FAN was instrumental in securing signatures from Members including Bob Dole (R-KS), and Representative Michael Flanagan (R-IL).

—— FLORIDA FAN SCORES ——

HRCF lobbyist Kris Pratt received help from Florida FANs in convincing Senator Connie Mack (R-FL) to sign HRCF's non-discrimination statement. Florida FANs deluged Senator Mack's office with letters and phone calls urging him to sign a non-discrimination policy for his Congressional office. FAN members also met with the Senator's district staff. These combined efforts resulted in getting another Republican Senator to sign a non-discrimination policy. Lets hear it for Florida FAN!

—— FAN SUCCEEDS IN ILLINOIS ——

FAN members in Illinois played a crucial role in combining efforts with HRCF lobbyist Julio Abreu to convince newly-elected Representative Michael Flanagan (R-IL) to sign a non-discrimination statement for his congressional office. In a combined effort, Coordinator Tom Chaderjian requested and confirmed a meeting with Rep. Flanagan, at which the Member signed a non-discrimination policy for his office. Great work Illinois FAN!

—— KANSAS FAN ON THE MOVE ——

With the help of Kansas FAN and Equality Kansas, HRCF received Senator Bob Dole's (R-KS) signed non-discrimination statement. After efforts to persuade the Senator in Washington yielded little, Doug Glaze - a FAN Citizen Advocate who also works with Equality Kansas - helped activate constituents to send letters and calls to Dole's district office. Once constituent pressure was turned up, Senator Dole's non-discrimination statement came rolling in. All of which goes to show the importance of FAN on the local level. Keep up the good work, Kansas FAN!

Stories like these emphasize the importance of FAN, and the work you do on the local level. Let's keep up the great work, and keep moving!

FAN RESPONSE FORM

Name _____

I wrote to: _____

Address _____

City _____

State _____ Zip _____

Phone _____ Fax _____

☐ Please note my change of address

Re: A Non-discrimination Statement



Please return to:
The Human Rights Campaign Fund
P.O. Box 1396
Washington, DC 20013

FANews is published monthly by the Human Rights Campaign Fund. As America's largest lesbian and gay political organization, the Human Rights Campaign Fund fights to end discrimination based on sexual orientation and to protect the safety and health of lesbians, gay men and bisexuals. We invite all gay, lesbian and bisexual Americans who are concerned about their rights, safety and health to join us. We also encourage and appreciate membership support from non-gay supporters — our families, friends, co-workers and neighbors.

Please direct all inquiries, contributions, and changes of address to: HRCF, P.O. Box 1396, Washington, DC 20077-4462 or (202) 628-4160.



SPECIAL ALERT/MARCH 1995

Urge Your Member of Congress to Sign Non-Discrimination Statement

In October of 1993, three Members of Congress from Oklahoma, Representatives Ernest Istook, James Inhofe and Bill Brewster told the Tulsa World newspaper that they would not hire an openly gay person for their congressional staffs. HRCF and FAN went into action after these statements, and began collecting Members of Congress' signatures on a statement that reads: *"The sexual orientation of an individual is not a consideration in hiring, promoting or terminating an employee in my Congressional office."* FAN played an important role in that effort, and we are calling on you as a FAN member to perform again.

MOVING TOWARD A MAJORITY

In the 103rd Congress, HRCF was successful in getting 241 Members of the House of Representatives to sign non-discrimination statements. Already, we have been successful in getting a number of Representatives in the 104th Congress, and a majority of the Senate to sign nondiscrimination statements. Our goal for the 104th Congress is to gather the signatures of a majority of Members of the House of Representatives, before the end of the first 100 days.

With this special Action Alert, we are focusing on FAN members whose Representatives have not signed non-discrimination statements. As a member of FAN, you have a pivotal role to play in meeting our goal.

WHAT YOU CAN DO

1. Look for your Representative on the enclosed list. Write your Representative and ask him/her to sign and return their statements. Use the sample letter in this Alert, or compose your own.

2. Contact the lobbyist responsible for your state for information or help in contacting your Representative. Call us at 202.628.4160 and let us know if your Representative agrees to sign a non-discrimination statement.

3. Clip and return the attached response form, with copies of the letters you've written.

SAMPLE LETTER

The Honorable _____
United States House of Representatives
Washington, DC 20510

Dear Representative _____:

In October of 1993, three Representatives from Oklahoma stated that they would openly discriminate against lesbian and gay Americans in hiring for their congressional staffs.

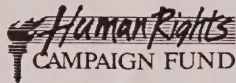
In reaction, 241 Members of the House, and 71 Senators in the 103rd Congress agreed to a statement provided by the Human Rights Campaign Fund stating "the sexual orientation of an individual is not a consideration in the hiring, promoting, or terminating of an employee in my Congressional office." In the 104th Congress, 211 Members of the House (153 Democrats and 58 Republicans), and 64 Senators (40 Democrats and 24 Republicans) have signed or renewed their non-discrimination statements.

There is wide support for non-discrimination. Polls show that 77 percent of Americans support protecting gay and lesbian Americans from employment discrimination. Currently, there is no federal legislation prohibiting discrimination against lesbian and gay Americans.

I urge you to join your colleagues and show that you oppose discrimination by signing and returning your statement to the Human Rights Campaign Fund.

Sincerely,

ALERT



Non-Discrimination Statement Targets

We would like FAN Members to contact their Representatives, listed below, and urge them to sign and return HRCF's non-discrimination statement. The Public Policy lobbyist responsible for each delegation is listed in parenthesis next to each state. Call that lobbyist at 202.628.4160 to discuss strategy for your Representative.

Alabama (Kris Pratt)

Tom Beville (D)
Spencer Bachus (R)
Glen Browder (D)
Sonny Callahan (R)
Robert Cramer (D)
Terry Everett (R)

Alaska (Susanne Salkind)

Don Young (R)

Arizona (Julio Abreu)

J.D. Hayworth (R)
Matt Salmon (R)
John Shadegg (R)
Bob Stump (R)

Arkansas (Cheryl Camillo)

Jay Dickey (R)
Tim Hutchinson (R)
Blanche Lincoln (D)
Ray Thornton (D)

California (Daniel Zingale)

Bill Baker (R)
Sonny Bono (R)
Ken Calvert (R)
Christopher Cox (R)
John Doolittle (R)
Robert Dornan (R)
David Dreier (R)
Elton Gallegly (R)
Wally Herger (R)
Duncan Hunter (R)
Jay Kim (R)
Howard McKeon (R)
Carlos Moorhead (R)
Ron Packard (R)
Richard Pombo (R)
George Radanovich (R)
Dana Rohrabacher (R)
Edward Royce (R)
Andrea Seastrand (R)

Colorado (Susanne Salkind)

Wayne Allard (R)
Joel Hefley (R)
Dan Schaefer (R)

Florida (Kris Pratt)

Michael Bilirakis (R)
Charles Canady (R)
Bill McCollum (R)
Joe Scarborough (R)
Cliff Stearns (R)
Karen Thurman (D)
David Weldon (R)

Georgia (Kevin Lavton)

Bob Barr (R)
Saxby Chambliss (R)
Mac Collins (R)
Nathan Deal (D)
Newt Gingrich (R)
Jack Kingston (R)
Charlie Norwood (R)

Idaho (Susanne Salkind)

Helen Chenoweth (R)
Michael Crapo (R)

Indiana (Kevin Lavton)

Dan Burton (R)
Steve Buyer (R)
Lee Hamilton (D)
John Hostettler (R)
Andrew Jacobs (D)
David McIntosh (R)
John Myers (R)
Mark Souder (R)

Illinois (Julio Abreu)

Philip Crane (R)
Thomas Ewing (R)
J. Dennis Hastert (R)
Henry Hyde (R)
Donald Manzullo (R)
John Porter (R)
Glenn Poshard (D)

Iowa (Kevin Lavton)

Greg Ganske (R)
Tom Latham (R)
Jim Lightfoot (R)

Kansas (Kevin Lavton)

Sam Brownback (R)
Jan Meyers (R)
Todd Tiahrt (R)

Kentucky (Kris Pratt)

Scotty Baesler (D)
Jim Bunning (R)
Ron Lewis (R)
Harold Rogers (R)
Edward Whitfield (R)

Louisiana (Kris Pratt)

Richard Baker (R)
James Hayes (D)
W.J. Tauzin (D)

Maine (Susanne Salkind)

Jim Longley (R)

Maryland (Cheryl Camillo)

Roscoe Bartlett (R)
Robert Ehrlich (R)

Michigan (Kevin Lavton)

James Barcia (D)
David Camp (R)
Dick Chrysler (R)
Vernon Ehlers (R)
Peter Hoekstra (R)
Joseph Knollenberg (R)
Nick Smith (R)
Bart Stupak (D)

Minnesota (Kevin Lavton)

Gil Gutknecht (R)
David Minge (D)
Collin Peterson (D)
Jim Ramstad (R)

Mississippi (Kris Pratt)

Sonny Montgomery (D)
Mike Parker (D)
Gene Taylor (D)
Roger Wicker (R)

Missouri (Julio Abreu)

Bill Emerson (R)
Pat Danner (D)
Ike Skelton (D)
James Talent (R)
Harold Volkmer (D)

Nebraska (Susanne Salkind)

Bill Barrett (R)
Jon Christensen (R)

Nevada (Julio Abreu)

John Ensign (R)

New Hampshire (Nancy Buermeier)

Charles Bass (R)
Bill Zeliff (R)

New Jersey (Cheryl Camillo)

Bob Franks (R)
Rodney Frelinghuysen (R)
Frank LoBiondo (R)
Bill Martini (R)
Marge Roukema (R)
Jim Saxton (R)
Christopher Smith (R)

New Mexico (Julio Abreu)

Joe Skeen (R)

New York**(Winnie Stachelberg)**

Michael Forbes (R)
Daniel Frisa (R)
Sue Kelly (R)
Peter King (R)
John McHugh (R)
Gerald Solomon (R)

(Cheryl Camillo)

John LaFalce (D)
Bill Paxon (R)

North Carolina (Kris Pratt)

Richard Burr (R)
Howard Coble (R)
David Funderburk (R)
W.G. Hefner (D)
Walter Jones (R)
Sue Myrick (R)
Charlie Rose (D)
Charles Taylor (R)

Ohio (Kevin Layton)

John Boehner (R)
Steve Chabot (R)
Frank Cremeans (R)
Paul Gillmor (R)
Martin Hoke (R)
Steve LaTourette (R)
Bob Ney (R)
Marcy Kaptur (D)
Rob Portman (R)
James Traficant (D)

Oklahoma (Julio Abreu)

Bill Brewster (D)
Tom Coburn (R)
Ernest Istook (R)
Steve Largent (R)
Frank Lucas (R)
J.C. Watts (R)

Oregon (Susanne Salkind)

Jim Bunn (R)
Wes Cooley (R)

Pennsylvania (Nancy Buermeier)

Philip English (R)
Jon Fox (R)
George Gekas (R)
Tim Holden (D)
Paul Kanjorski (D)
Ron Klink (D)
Frank Mascara (D)
Joseph McDade (R)
John Murtha (D)
Michael Oxley (R)
Bud Shuster (R)
Robert Walker (R)
Curt Weldon (R)

South Carolina (Kris Pratt)

Lindsey Graham (R)
Bob Inglis (R)
Mark Sanford (R)
Floyd Spence (R)
John Spratt (D)

South Dakota (Kevin Layton)

Tim Johnson (D)

Tennessee (Kris Pratt)

Ed Bryant (R)
John Duncan (R)
Bart Gordon (D)
Van Hilleary (R)
James Quillen (R)
John Tanner (D)
Zach Wamp (R)

Texas (Julio Abreu)

Bill Archer (R)
Richard Arney (R)
Joe Barton (R)
Henry Bonilla (R)
Jim Chapman (D)
Larry Combest (R)
Kika de la Garza (D)
Tom DeLay (R)
Chet Edwards (D)
Jack Fields (R)
Pete Geren (D)
Ralph Hall (D)
Sam Johnson (R)
Greg Laughlin (D)
Solomon Ortiz (D)
Lamar Smith (R)
Charles Stenholm (D)
Steve Stockman (R)
Frank Tejeda (D)
William Thornberry (R)
Charles Wilson (D)

Utah (Susanne Salkind)

James Hansen (R)
Enid Waldholtz (R)

Virginia (Cheryl Camillo)

Herbert Bateman (R)
Rick Boucher (D)
Thomas Davis (R)
Bob Goodlatte (R)
Frank Wolf (R)

Washington (Susanne Salkind)

Richard Hastings (R)
Jack Metcalf (R)
George Nethercutt (R)
Linda Smith (R)
Randy Tate (R)
Rick White (R)

West Virginia (Cheryl Camillo)

Alan Mollohan (D)
Nick Joe Rahall (D)
Robert Wise (D)

Wisconsin (Kevin Layton)

Mark Neumann (R)
Thomas Petri (R)
Toby Roth (R)
James F. Sensenbrenner (R)

Wyoming (Susanne Salkind)

Barbara Cubin (R)

June 1995

AIDS Funds Threatened!

The Ryan White CARE Act is the federal government's leading program for the care and treatment of people with HIV/AIDS. This life-saving program is due to expire in September if Congress does not act now to renew it. Senator Jesse Helms (R-N.C.) is preventing this bill from moving forward. You can help save the Ryan White CARE Act.

Helms has put a "hold" on the CARE Act, threatening to stall the bill if it comes to the floor. Helms is pitting one disease against another, claiming that AIDS receives disproportionate funding compared to other diseases. His actions threaten this vital program which saves people's lives.

Americans Support AIDS Funding

- 77% of Americans polled favor increasing or maintaining federal funding for AIDS care. Support is strong among voters of all political stripes--66% of Republican men and 70% of Republican women support increasing or maintaining current levels of federal funding for the care of people with AIDS.

- 56% of voters said they would be less likely to vote for their Member of Congress who voted against federal funding for the care of people with AIDS.

What You Can Do

Write your Representative and Senators and urge them to support the Ryan White CARE Act, and oppose any cuts in AIDS funding. Use the sample letter in this *Action Alert*, or compose your own. Include your name and address on your letter. Return the response form and include copies of any letters you write, so that we can keep track of the letters received by Members of Congress.

Call your Representative and Senators and urge them to support the Ryan White CARE Act, and oppose any cuts in AIDS funding. To call your Members, simply dial the U. S. Capitol at (202) 224-3121. If you aren't sure who your Members of Congress are, just give the operator your ZIP code, and you will be connected. Ask to speak to the person who handles AIDS issues—their job is to listen to the concerns of people like you.

Lobby on the Internet. Many Members of Congress have gone on-line. Call your representative to get his or her e-mail address—and use it often! A current list of House Members' e-mail addresses can be obtained by sending a message to congress@hr.house.gov. Both the House and the Senate have gopher servers, which can be accessed at gopher.senate.gov and gopher.house.gov.

No
Retreat
On
AIDS

Special Note to FAN Members and Action Alert Readers--The *Action Alert* has been redesigned. As HRCF changes and grows, so will the *Action Alert*, but it will still keep you informed on Congressional issues of importance to our community and how you can help. We invite all Americans who are concerned about the rights, safety and health of gay, lesbian and bisexual people to join us. Please direct all inquiries, contributions and changes of address to : HRCF, P. O. Box 1396, Washington, D.C. 20077-4462 or (202)628-4160. To join HRCF call 1-800-777-HRCF.

Sample Letter

The Honorable _____
U.S. Senate
Washington, DC 20510

The Honorable _____
U.S. House of
Representatives
Washington, DC 20515

Dear Senator/Representative:

I am writing to urge you to support the Ryan White CARE Act. This is no time to retreat on AIDS. The Centers for Disease Control has reported that AIDS is the leading killer of all Americans aged 25-44. The federal government has a responsibility to address this national health crisis.

Cities and states cannot be saddled with the enormous costs of addressing a national epidemic. AIDS is a unique area of leadership for the federal government, with high public approval of all federal efforts in AIDS research, prevention, and care. Congress should continue to invest in America's health in these three critical areas.

Congress should reauthorize and fully fund the Ryan White CARE Act. The Ryan White CARE Act provides necessary federal support while allowing local communities to decide how dollars are best spent.

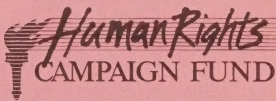
Again, I urge you to support reauthorization of the Ryan White CARE Act. I look forward to hearing from you on this important matter.

Sincerely,

ENDA Introduced

The Employment Non-Discrimination Act (ENDA) was reintroduced in the 104th Congress on June 15th. Gay and lesbian relatives of Members of Congress joined victims of anti-gay job discrimination and the bipartisan Congressional sponsors of ENDA at a Capitol press conference to rally behind the landmark legislation. Currently, federal law does not protect lesbian and gay people from being fired, refused work, or otherwise discriminated against. Please contact your representatives and ask them to cosponsor and support ENDA.

74 percent of American voters, including political, business and religious leaders, want to end job discrimination against lesbian and gay people.



Action Alert is published monthly by the Public Policy Department of the Human Rights Campaign Fund for the Federal Advocacy Network.

The Human Rights Campaign Fund
P.O. Box 1396
Washington, DC 20013
(202) 628-4160 Phone

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Editor	Terrance Heath
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FAN RESPONSE FORM

Name: _____ I wrote to: _____

Address _____

City _____

State _____ Zip: _____

Phone _____ Fax _____ Re: Ryan White CARE Act

() Please note my change of address

Please return to The Human Rights Campaign Fund

P.O. Box 1396 Washington, DC 20013



Liberty & Justice For All

HUMAN RIGHTS CAMPAIGN FUND

1101 14th St. NW, Washington DC 20005

PLEASE READ!

Before you try to contact any of the Senate campaigns, please note the corrections in the following addresses:

Friends of Tom Andrews
P.O. Box 4400, Station A
Portland, ME 04101

Robb for Senate
(703) 790-9494

Friends of Alan Wheat
8612 East 63rd Street

*Thank you for supporting
these candidates!*

PLEASE READ!



The Washington Blade

THE GAY WEEKLY OF THE NATION'S CAPITAL

Anti-Gay language struck from ed bill



Rep. Jolene Unsoeld

by Kristina Campbell

As the education community and Gay lobbyists watched closely, a House-Senate conference committee stripped anti-Gay wording from an education bill late Thursday afternoon, September 22. But at *Blade* deadline one Gay lobbyist said conferees were poised to revisit the bill today.

As it stood at 5:45 p.m. on Thursday, the language was replaced with a substitute that does not target Gays. The original language, attached in both chambers to the Elementary and Secondary Education Act, sought to deny federal funding to schools that presented homosexuality in a positive light. Opponents of the language argued that it would bar school counselors from properly responding to troubled Gay students.

Daniel Zingale, public policy director at the Human Rights Campaign Fund, said Reps. Jolene Unsoeld (D-Wash.) and Steve Gunderson (R-Wis.) introduced substitute language in committee that said schools cannot "directly promote or encourage sexual activity, whether homosexual or heterosexual."

Some conservative members of the committee offered an amendment to remove the word "directly," Zingale said, but that effort was defeated in a roll call vote. The Unsoeld-Gunderson language passed by voice vote, he said.

After clearing the committee, the full bill will go back to both chambers for final approval. Zingale said he anticipates further opposition from conservatives during that process. ▼

front page story

The Washington Post

FRIDAY, SEPTEMBER 23, 1994

Hill to Bar Funds For Programs Promoting Sex

Associated Press

Congressional negotiators agreed yesterday to bar the use of federal education money for programs that directly promote sexual activity, such as condoms for distribution in the nation's schools, but they dropped anti-gay provisions pushed by Sen. Jesse Helms (R-N.C.) that would have denied funds to schools that distribute instructional materials portraying homosexuality as an acceptable lifestyle or that refer students to gay organizations for counseling.

The agreement came as the Senate and House conferees sought to resolve differences on reauthorization of the nearly \$13 billion Elementary and Secondary Education Act, which expires Sept. 30. If Congress fails to act, funding would cease for programs created by the act. Among them is the \$6.4 billion program for educationally disadvantaged children, who tend to be poor.

The conferees set up a showdown in the House and Senate by rejecting language that would have denied federal education funds to states or school districts that bar "constitutionally protected" prayer.

Instead, conferees adopted a provision, sponsored by Sen. Nancy Kassebaum (R-Kan.), that would cut off funds only if a federal court finds that a court order allowing constitutionally protected prayer is "willfully violated."

On sexual issues, the conferees agreed to a compromise offered by Rep. Jolene Unsoeld (D-Wash.). It bars funds appropriated under the act from being used for programs that encourage sexual activity, for the distribution of obscene material to minors or for the purchase of condoms for distribution in schools. It also says that sex education or AIDS prevention programs must include information on the health benefits of abstinence.

October 12, 1994

Dear FAN:

Election Day is Approaching

Election Day is less than four weeks away. Most Members of Congress have returned to their districts to campaign for reelection. Many HRCF staff members, including the entire national FAN team, have hit the road to assist the campaigns of pro-lesbian and gay candidates.

We Have Much to Lose

The political forecast is gloomy. Each successive poll predicts the loss of more and more of the congressional supporters we need to advance and pass equal rights legislation.

Massachusetts Senator Ted Kennedy, one of our greatest supporters in Congress, is experiencing the toughest challenge of his career from Mitt Romney, a candidate with Radical Right support who has called homosexuality "perverse" and "reprehensible." This year, as Chairman of the Senate Labor Committee, Senator Kennedy introduced and held hearings on the Employment Non-Discrimination Act (ENDA) and led the response to hateful and oppressive amendments by Senator Jesse Helms. We cannot afford to lose his leadership, or that of other Members of Congress, like Virginia Senator Chuck Robb, who have stood for our equality despite negative political consequences.

Even Out-of-State Races Affect You

The loss of Senator Kennedy or Senator Robb would greatly affect you, **even if you don't live in Massachusetts or Virginia.** Oliver North and other Radical Right members could use the Senate floor to dramatically manipulate the nation's thinking on lesbian and gay issues, thus affecting each and every lesbian and gay man in America.

Support Your Candidates of Choice

Please take time to read this Action Alert from cover to cover. Use the "Highlights of the 103rd Congress" to assess each Member's support of our issues, then pick a candidate or two to support. Call his/her campaign to volunteer using our Sample Phone Script and send a contribution using our Sample Letter.

Preparing for the 104th Congress

Because the FAN staff will be out until Election Day getting HRCF members working in campaigns, we will not be sending you a November Action Alert. Instead, we'll be sending you our post-election report in early December so that you can begin to plan your political activities for the 104th Congress.

In its first year, FAN recruited 4700 activists around the country and made notable contributions to advancing HRCF's legislative initiatives. We will build upon our successes during the 104th Congress, if we reelect our supporters. So...flip to the last page of your Action Alert and decide how you can best help us win in November.

Thank you very much for helping to make a difference this year. See you on the campaign trail.

Sincerely,

Cathy Woolard

Cathy Woolard
Deputy Director of Public Policy

ALERT

SEPTEMBER ACTION ALERT REPORT

Helms' Anti-Gay Language Struck from Education Bill

Thanks to the efforts of HRCF and its coalition partners, Senator Kennedy, Congresswoman Unsoeld and dedicated Hill staff, and our 4400 FANs, Senator Helms' attack on lesbian and gay youth was defeated.

The Elementary and Secondary Education Act cleared its last hurdle on October 5 when the Senate passed a final version of the bill free of the anti-gay provisions sponsored by Senator Jesse Helms (R-NC) and Representative Mel Hancock (R-MO). That morning, the Senate had voted 75-24 to defeat a Helms filibuster of the bill.

Earlier this session, Helms and Hancock had attached language giving the federal government control over curriculum, teaching materials and counseling in local schools and targeting gay youth for discrimination. The Helms/Hancock language was removed by the House-Senate conference committee on September 28 and the conference bill was passed by the House two days later.

Our nation's schools were spared an unprecedented intrusion by the federal government when Congress reaffirmed local control over education and rebuffed Helms' discriminatory and intrusive language. We've enclosed two articles for your interest.

Your response to our September Action Alert on this issue made a difference. The office of at least one member of the conference committee, Representative Marge Roukema (R-NJ), was inundated by your calls. Thank you and keep up the good work!



DATES TO REMEMBER

October

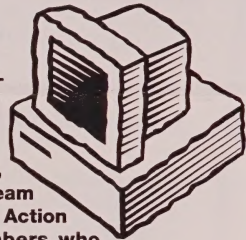
Breast Cancer Awareness Month

November 8 Election Day

★ Get Out The Vote ★

FANmail

In order to disseminate information to activists around the country as quickly as possible, the national FAN team is now e-mailing its Action Alerts to FAN members who have sent us their Internet addresses. We've received a very enthusiastic response to these efforts. If you would like us to put you on our electronic mailing list, send us your Internet Address. However, please remember that we are not yet able to reply to any messages you send in response to our postings.



FAN Helps Make National Coming Out Day a Success

Each year National Coming Out Day (NCOD), celebrated on October 11, gets bigger and better. This year between 250 and 300 NCOD events took place in over 46 states. FANs around the country helped organize some of these events.

New Jersey Congressional District Coordinator Linda Rockmaker, a schoolteacher, helped put together an enthusiastic event at Keane College where she educated many of the attendees about the importance of becoming involved in the political process.

Buffalo, New York, Citizen Advocate Carol Speser staged the third annual Out and Proud in Buffalo photo on the steps of that city's Historical Society. The photo serves as a gauge of the community's coming out process and is becoming so large that the photographer is about to fall into the lake in front of the steps.

Good job FANs! Thanks for your participation.

FANews is published monthly by the Human Rights Campaign Fund. As America's largest lesbian and gay political organization, the Human Rights Campaign Fund fights to end discrimination based on sexual orientation and to protect the safety and health of lesbians, gay men and bisexuals. We invite all gay, lesbian and bisexual Americans who are concerned about their rights, safety and health to join us. We also encourage and appreciate membership support from non-gay supporters — our families, friends, co-workers and neighbors.

Please direct all inquiries, contributions, and changes of address to: HRCF, P.O. Box 1396, Washington, DC 20013 or (202) 628-4160.



CAMPAIGN ★ 94



OLIVER NORTH

The Choices Are Clear



CHUCK ROBB

U.S. Senate candidate Oliver North and others like him are trying to win ideological control of Congress this November. If they win, every American who opposes discrimination loses.

Radical Right candidates running nationwide promise to wipe out important progress made this year in Congress toward combating discrimination against lesbian and gay Americans.

The Radical Right's strategy is to defeat any candidate who helped us win our important congressional battles. In the House of Representatives, they expect to pick up 30 to 35 seats to shift Congress to the ideological right—30 to 35 seats is more than our margin of victory on key votes!

What have we got to lose? In the past year...

- ▼ The House voted 227 to 192 (a margin of 35 votes) against legislation which would have automatically discharged all People With AIDS or HIV infection serving in the Armed Forces.
- ▼ More members of Congress cosponsored the Employment Non-Discrimination Act (ENDA) in 1994 than in the previous 15 years of the Lesbian and Gay Civil Rights Bill.
- ▼ Idaho's congressional delegation agreed to publicly oppose the anti-gay initiative on November's ballot in that state.
- ▼ The Senate held hearings on ENDA, its first on behalf of lesbian and gay civil rights.
- ▼ The Senate confirmed the nation's first openly lesbian (or gay) federal judge.
- ▼ Four congressional committees voted to prohibit anti-gay/HIV discrimination in health care.
- ▼ Congress gave final approval to the Hate Crimes Sentencing Enhancement Act, the first ever federal protection on the basis of sexual orientation.
- ▼ Majorities in the House and Senate pledged not to discriminate on the basis of sexual orientation in their hiring decisions.
- ▼ The House voted 224 to 194 (a margin of 30 votes) to limit federal interference in local school programs serving lesbian and gay youth.

Here's how you can help...

YOU can make a powerful difference by helping to elect and reelect Members of Congress who will stand up against the Radical Right's homophobic agenda. With your help, we will continue to advance the fight against discrimination in the next Congress. Please use this Action Alert to get involved in the critical elections of 1994.

ALERT

The Federal Advocacy Network is a Program of The Human Rights Campaign Fund

CAMPAIGN★94

Targeted Senate Races



Edward Kennedy, (D)—Massachusetts

Ted Kennedy is an exceptional leader for the gay and lesbian community in Congress. As Chairman of the Senate Labor Committee, he is a powerful advocate for lesbian and gay civil rights and progressive federal AIDS legislation. He is the prime sponsor of the Employment Non-Discrimination Act and has always led the fight for comprehensive AIDS legislation, including the Ryan White CARE Act. When Jesse Helms takes to the Senate floor to offer hateful and oppressive amendments, Ted Kennedy is always there to respond and fight back. In one of the most difficult reelection efforts of his career, Ted Kennedy is expected to face Republican Mitt Romney in the November general election. This race is a priority for the Campaign Fund—it is essential that we support Senator Kennedy when he needs our help. To volunteer or make a contribution toward Ted Kennedy's reelection, call or write the campaign at:

Kennedy for Senate
270 Congress Street
4th Floor
Boston, MA 02210
(617) 338-9494



Tom Andrews, (D)—Maine

Tom Andrews has been a strong supporter of the lesbian and gay community throughout his professional career as an advocate for the rights of the physically handicapped and as a state legislator. Elected to Congress in 1990, Andrews has been a perfect vote and a co-sponsor of ENDA. With the unexpected announcement of Majority Leader George Mitchell's (ME-S) retirement, the race to replace him has become a showdown between the state's two Members of Congress, Andrews and Republican Olympia Snowe. Congresswoman Snowe consistently votes against the lesbian and gay community on lesbian/gay issues. This race is considered a "toss-up." We have a strong supporter in Andrews, and this race offers a clear choice between a pro-lesbian/gay candidate and one who is anti-lesbian/gay. To volunteer or make a contribution toward Tom Andrews' election call or write the campaign at:

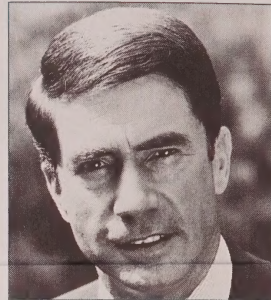
Friends of Tom Andrews
P.O. Box 4400 Suite A
Portland, ME 06104
(207) 874-1994



Ann Wynia, (D)—Minnesota

Ann Wynia, a former Minnesota House Majority Leader and Commissioner of Human Services, is a strong supporter of the lesbian/gay community. In the November election for this Senate seat, she faces arch conservative Rep. Rod Grams. Congressman Grams is an ally of the Radical Right and has one of the worst voting records on gay and lesbian issues. If elected, Wynia would be one of the most progressive members of the U.S. Senate and an outstanding advocate for lesbians and gays. Her election will send a strong message that the Radical Right will lose when they run on a platform of intolerance, bigotry and hatred. To volunteer or make a contribution toward Ann Wynia's election, call or write the campaign at:

Ann Wynia for U.S. Senate
1916 University Avenue
St. Paul, MN 55104
(612) 646-6510



Chuck Robb, (D)—Virginia

Senator Robb is one of the strongest supporters of gays and lesbians in the U.S. Senate. He was a leader in efforts to end discrimination against lesbians/gays in the military and an original cosponsor of the Employment Non-Discrimination Act. Robb faces two challengers in this extremely tight race. The Republican nominee is former Lt. Colonel Oliver North, a leader of the Radical Right who has pledged to work side by side with Jesse Helms if elected. North is joined by one independent candidate, mainstream Republican, and former VA Attorney General, Marshall Coleman. Robb is the only candidate in the pack who will advocate for the rights of gays and lesbians and he needs our help to win. With the national spotlight on this election, we have an opportunity to prove that the Radical Right's agenda is wrong. To volunteer or make a contribution toward Sen. Chuck Robb's reelection call or write the campaign at:

Robb for Senate
P.O. Box 1994
McLean, VA 22101-1994
(703) 790-1994

Highlights of the 103rd Congress

In the first session of the 103rd Congress, the military debate was seen as having exhausted Congressional consideration of issues affecting lesbian and gay Americans.

But in 1994, a new strategy and a federal bill to prohibit discrimination based on sexual orientation on the job changed the conventional wisdom. More Senators and Representatives cosponsored the Employment Non-Discrimination Act (ENDA) this year than in 15 years of the Lesbian and Gay Civil Rights Bill. Real progress is being made. At the same time, the Radical Right and their allies in Congress stepped up their attack on lesbian and gay Americans. We hope that these highlights of some key congressional votes are helpful to you in evaluating your elected representatives in our ongoing fight against discrimination.

Daniel Zingale

SENATE VOTES

1. DISTRICT OF COLUMBIA DOMESTIC PARTNERS - 7.27.93

Vote to allow the District of Columbia to implement its ordinance by removing the prohibition attached by the House. The ordinance allows unmarried couples registered as domestic partners to be eligible for certain benefits afforded to married couples such as health insurance benefits. The amendment was rejected by a vote of 43-55 (R 8-36, D 35-19). HRCF supported this amendment.

2. CODIFICATION OF THE BAN ON GAYS AND LESBIANS IN THE MILITARY - 9.9.93

Vote on Sen. Barbara Boxer's (D-CA) amendment to prevent codification of the discriminatory "Don't Ask, Don't Tell" policy on lesbians and gays in the military. The amendment was rejected by a vote of 33-63 (R 3-38, D 30-25). HRCF supported this amendment.

3. FREEDOM OF ACCESS TO ABORTION CLINICS - 11.16.93

Passage of the bill to establish federal criminal and civil penalties for persons who use force, the threat of force, or physical obstruction to block access to abortion clinics. The legislation passed by a vote of 69-30 (R 18-26, D 51-4). HRCF supported this legislation.

4. HIV/AIDS PREVENTION - 2.8.94

Sen. Helms (R-NC) offered an amendment to require written parental consent before unemancipated minors could receive condoms or other contraceptives through a program that receives federal funds. We defeated the Helms amendment 34-59 (R 27-14, D 7-45) with Senators Kennedy (D-

MA) and Jeffords (R-VT) taking the lead.

5. LESBIAN AND GAY YOUTH - 8.1.94

Senators Helms (R-NC) and Smith (R-NH) worked together to use the Elementary and Secondary Education Act (ESEA) to prohibit any federal money from going to a school with "any program or activity, which directly or indirectly, has the purpose or effect of encouraging or supporting homosexuality as a positive lifestyle alternative." The Helms' amendment was approved 63-36 (R 40-3, D 23-33). HRCF opposed this amendment.

HOUSE VOTES

1. FUNDING FOR ABORTION SERVICES - 6.30.93

Vote on Rep. Henry Hyde's (R-IL) amendment to prohibit federal funds from being spent for an abortion except in the case of rape, incest or necessity to save the life of the mother. The amendment passed by a vote of 255-178 (R 157-16, D 98-161, I 0-1). HRCF opposed this amendment.

2. CODIFICATION OF THE BAN ON GAYS AND LESBIANS IN THE MILITARY - 9.28.93

Vote on the amendment sponsored by Rep. Marty Meehan (D-MA) as fostered by Rep. Barney Frank (D-MA) to prevent the codification of the discriminatory "Don't Ask, Don't Tell" policy. The amendment was rejected by a vote of 169-264 (R 11-163, D 157-101, I 0-1). HRCF supported the amendment.

3. LESBIAN AND GAY YOUTH - 3.24.94

Rep. Hancock (R-MO) offered an amendment to the Elementary and Secondary Education Act to prohibit any federal money from going to a

school with "any program or activity, which directly or indirectly, has the purpose or effect of encouraging or supporting homosexuality as a positive lifestyle alternative." Rep. Jolene Unsoeld (D-WA) offered our second degree amendment that reinforced the notion of local school district control and stripped the federal government of any ability to enforce the anti-gay Hancock provision. The Unsoeld amendment passed 224-194 (R 27-139, D 196-55, I 1-0) with HRCF support.

4. MILITARY/HIV+ PERSONNEL - 6.8.94

Department of Defense Authorization FY95 (HR 4301) came to the floor of the House requiring automatic separation of military personnel who are HIV+. Rep. Jane Harman (D-CA) offered our amendment to defer the dismissal of any servicemember to the Secretary of Defense. The Harman amendment succeeded 227-192 (R 27-144, D 199-48, I 1-0) with HRCF support.

5. DISTRICT OF COLUMBIA DOMESTIC PARTNERS - 7.13.94

The House approved language written by Rep. Barton (R-TX) to ban the use of money to implement DC's Domestic Partners ordinance, which allows unmarried couples registered as domestic partners to be eligible for certain benefits afforded to married couples such as health insurance benefits. The Barton amendment was approved 251-176 (R 160-15, D 91-160, I 0-1). HRCF opposed this amendment.

Senate

	1	2	3	4	5	%		1	2	3	4	5	%		1	2	3	4	5	%
Alabama							Maine							Oregon						
HEFLIN	-	-	-	-	-	0	Cohen	+	-	+	+	-	60	Hatfield	+	-	-	+	-	40
SHELBY	-	-	+	-	-	20	MITCHELL	+	-	+	+	+	80	▼ Packwood	+	-	+	+	+	80
Alaska							Maryland							Pennsylvania						
Stevens	-	-	+	+	-	40	▼ SARBANES	+	+	+	+	+	100	Specter	+	-	+	+	-	60
Murkowski	-	?	-	-	-	0	▼ MIKULSKI	+	+	+	+	+	100	WOFFORD	+	-	+	+	+	80
Arizona							Massachusetts							Rhode Island						
DECONCINI	-	+	+	+	-	60	▼ KENNEDY, E.	+	+	+	+	+	100	▼ PELL	+	+	+	+	+	100
McCain	-	-	-	-	-	0	▼ KERRY	+	+	+	+	+	100	▼ Chafee	+	+	+	?	+	100
Arkansas							Michigan							South Carolina						
BUMPERS	-	-	+	+	-	40	▼ RIEGLE	+	+	+	+	+	100	Thurmond	-	-	-	-	-	0
PRYOR	-	-	+	+	-	40	▼ LEVIN, C.	+	+	+	+	+	100	HOLLINGS	-	-	+	+	-	40
California							Minnesota							South Dakota						
▼ FEINSTEIN	+	+	+	+	+	100	Durenberger	-	-	+	+	-	40	Pressler	-	-	-	-	-	0
▼ BOXER	+	+	+	+	+	100	▼ WELLSTONE	+	+	+	+	+	100	DASCHLE	+	+	+	+	+	80
Colorado							Mississippi							Tennessee						
Brown	-	-	+	-	-	20	Cochran	-	-	-	-	-	0	SASSER	-	-	+	-	-	20
CAMPBELL	+	+	+	+	+	100	Lott	-	-	-	-	-	0	MATHEWS	-	-	+	-	-	20
Connecticut							Missouri							Texas						
▼ DODD	+	+	+	+	+	100	Danforth	-	-	+	+	-	40	Gramm	-	-	-	?	-	0
▼ LIEBERMAN	-	+	+	+	-	60	Bond	-	-	+	+	-	40	Hutchison	-	?	+	?	-	33
Delaware							Montana							Utah						
Roth	-	-	+	-	-	20	BAUCUS	-	-	+	+	-	40	Hatch	-	-	-	-	-	0
BIDEN	+	+	+	+	-	80	Burns	-	-	-	-	-	0	Bennett	-	-	-	-	-	0
Florida							Nebraska							Vermont						
GRAHAM	+	-	+	+	+	80	EXON	-	-	-	-	-	0	▼ LEAHY	+	+	+	+	+	100
Mack	-	-	-	-	-	0	▼ KERREY	+	+	+	+	-	80	▼ Jeffords	+	+	+	+	+	100
Georgia							Nevada							Virginia						
NUNN	-	-	+	+	-	40	REID	+	-	+	+	-	60	Warner	-	-	-	+	-	20
Coverdell	-	-	-	-	-	0	BRYAN	-	-	+	+	-	40	▼ ROBB	+	+	+	+	+	100
Hawaii							New Hampshire							Washington						
▼ INOUE	+	+	+	+	+	100	Smith	-	-	-	-	-	0	Gorton	+	-	+	+	-	60
▼ AKAKA	+	+	+	+	+	100	Gregg	-	-	-	+	-	20	▼ MURRAY	+	+	+	+	+	100
Idaho							New Jersey							West Virginia						
Craig	-	-	-	-	-	0	▼ BRADLEY	?	+	+	+	+	100	BYRD	-	-	+	-	-	20
Kempthorne	-	-	-	-	-	0	▼ LAUTENBERG	+	+	+	+	+	100	ROCKEFELLER	+	-	+	?	+	75
Illinois							New Mexico							Wisconsin						
▼ SIMON	+	+	+	+	+	100	Domenici	-	-	+	-	-	20	KOHL	+	-	+	+	-	60
▼ MOSELEY-BRAUN	+	+	+	?	+	100	▼ BINGAMAN	-	+	+	+	+	80	▼ FEINGOLD	+	+	+	+	+	100
Indiana							New York							Wyoming						
Lugar	-	-	-	+	-	20	▼ MOYNIHAN	+	+	+	+	+	100	Wallop	-	?	-	-	?	0
Coats	-	-	-	-	-	0	D'Amato	+	+	-	-	-	40	Simpson	-	-	+	+	-	40
Iowa							North Carolina													
Grassley	-	-	-	-	-	0	Helms	-	-	-	-	-	0							
▼ HARKIN	?	+	+	+	+	100	Faircloth	-	-	-	-	-	0							
Kansas							North Dakota													
Dole	-	-	+	-	-	20	CONRAD	-	-	+	+	-	40							
Kassebaum	-	-	+	-	-	20	DORGAN	-	-	?	+	-	25							
Kentucky							Ohio													
FORD, WE.	-	-	+	-	-	20	▼ GLENN	+	?	+	+	+	100							
McConnell	-	-	+	-	-	20	▼ METZENBAUM	+	+	+	+	+	100							
Louisiana							Oklahoma													
JOHNSTON, J.	-	-	-	?	-	0	BOREN	+	-	+	+	+	80							
BREAUX	+	-	-	?	-	25	Nickles	-	-	-	-	-	0							

KEY:

▼ Cosponsor of S.2238, the Employment Non-Discrimination Act of 1994 (ENDA)

+ Supported HRCF's Position

- Opposed HRCF's Position

? Did not vote

1 Ineligible Member

% Support Percentage When Voting

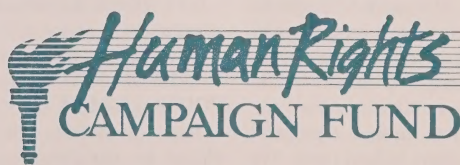
Senior Senator is listed first under each state. DEMOCRATS are in capital letters.

KEY:

- ▼ Cosponsor of S.2238, the Employment Non-Discrimination Act of 1994 (ENDA)
- +-
- ?
- I
- %

Senior Senator is listed first under each state.
DEMOCRATS are in capital letters.

This HRCF voting record was compiled with the assistance of Congressional Quarterly.



House of Representatives

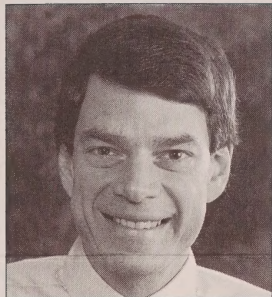
	1	2	3	4	5	%		1	2	3	4	5	%		1	2	3	4	5	%
Alabama							▼ 4 Shays	+	+	+	+	+	100	2 Nussle	-	-	-	-	-	0
1 Callahan	-	-	-	-	-	0	5 Franks, G.	+	-	-	-	-	20	3 Lightfoot	-	-	-	-	-	0
2 Everett	-	-	-	-	-	0	▼ 6 Johnson, N.	+	+	+	+	+	100	4 SMITH, NE.	+	+	+	+	+	100
3 BROWDER	-	-	-	+	-	20								5 Grandy	-	+	?	?	-	33
4 BEVILL	-	-	-	+	-	20	Delaware													
5 CRAMER	-	-	-	+	-	20	AL Castle	-	-	-	-	-	0	Kansas						
6 Bachus	-	-	-	-	-	0								1 Roberts	-	-	-	-	-	0
▼ 7 HILLIARD	+	+	+	+	+	100	District of Columbia							2 SLATTERY	-	-	+	+	?	50
							▼ AL NORTON	+	+	?	+	+	100	3 Meyers	+	-	-	-	-	20
Alaska														4 GLICKMAN	-	-	+	+	-	40
AL Young	-	-	-	-	-	0	Florida							1 BARLOW	-	-	-	+	-	20
American Samoa							1 HUTTO	-	-	-	-	-	0	2 NATCHER	-	-	?	1	1	0
▼ AL FALEOMAVEGA	+	+	+	?	+	100	2 PETERSON, P.	-	+	-	-	-	20	3 Lewis, R.	1	1	1	-	-	0
							3 BROWN, C.	+	-	+	+	+	80	3 MAZZOLI	-	-	+	-	-	20
Arizona							4 Fowler	-	-	-	-	-	0	4 Bunning	-	-	-	-	-	0
▼ 1 COPPERSMITH	+	+	+	+	+	100	5 THURMAN	-	-	+	-	+	40	5 Rogers	-	-	-	-	-	0
▼ 2 PASTOR	+	+	+	+	+	100	6 Stearns	-	-	-	-	-	0	6 BAESLER	-	-	-	+	-	20
3 Stump	-	-	-	-	-	0	7 Mica	-	-	-	-	-	0							
4 Kyl	-	-	+	+	-	40	8 McCollum	-	-	-	-	-	0	Louisiana						
5 Kolbe	-	-	+	+	+	60	9 Billrakis	-	-	-	-	-	0	1 Livingston	-	-	-	-	-	0
▼ 6 ENGLISH, K.	+	+	+	+	+	100	10 Young, C.W.	-	-	-	-	-	0	▼ 2 JEFFERSON	+	+	+	?	+	100
							11 GIBBONS	-	-	-	-	-	0	3 TAUZIN	-	-	-	-	-	0
Arkansas							12 Canady	-	+	+	-	+	60	4 FIELDS, C.	+	+	+	+	+	100
1 LAMBERT	+	-	+	-	-	40	13 Miller, D.	-	-	-	-	-	0	5 McCreery	-	-	+	-	-	20
2 THORNTON	-	-	+	-	-	20	14 Goss	-	-	-	-	-	0	6 Baker, R.	-	-	-	-	-	0
3 Hutchinson	-	-	-	-	-	0	▼ 15 BACCHUS	+	+	+	+	?	100	7 HAYES	-	-	-	-	-	0
4 Dickey	-	-	-	-	-	0	16 Lewis, T.	-	-	?	-	-	0							
							▼ 17 MEEK	+	+	+	+	+	100	Maine						
							18 Ros-Lehtin	-	-	-	-	-	20	▼ 1 ANDREWS, T.	+	+	+	+	+	100
California							▼ 19 JOHNSTON, H.	+	+	+	+	+	100	2 Snowe	+	+	+	+	-	60
▼ 1 HAMBURG	+	+	+	+	+	100	▼ 20 DEUTSCH	+	+	+	+	+	100							
2 Herger	-	-	-	-	-	0	21 Diaz-Balart	-	-	-	-	-	20	Maryland						
▼ 3 FAZIO	+	+	+	+	+	100	22 Shaw	-	-	-	-	-	0	1 Gilchrest	-	-	+	-	+	40
4 Doolittle	-	-	-	-	-	0	▼ 23 HASTINGS	+	+	+	+	+	100	2 Bentley	-	-	?	-	-	0
▼ 5 MATSUI	+	+	+	+	+	100								▼ 3 CARDIN	+	+	?	+	+	100
▼ 6 WOOLSEY	+	+	+	+	+	100	Georgia							▼ 4 WYNN	+	+	+	+	+	100
▼ 7 MILLER, G.	+	+	+	?	+	100	1 Kingston	-	-	-	-	-	0	▼ 5 HOYER	+	+	+	+	+	100
▼ 8 PELOSI	+	+	+	+	+	100	2 BISHOP	+	-	+	+	?	75	6 Bartlett	-	-	-	-	-	0
▼ 9 DELLUMS	+	+	+	+	+	100	3 Collins, M.	-	-	-	-	-	0	▼ 7 MFUME	+	+	+	+	+	100
10 Baker, B.	-	-	-	-	-	0	4 Linder	-	-	-	-	-	0	▼ 8 Morella	+	+	+	+	+	100
11 Pomo	-	-	-	-	-	0	▼ 5 LEWIS, JO.	+	+	+	+	+	100	Massachusetts						
▼ 12 LANTOS	+	+	+	+	+	100	6 Gingrich	-	-	-	-	-	0	▼ 1 OLIVER	+	+	+	+	+	100
▼ 13 STARK	+	+	+	+	+	100	7 DARDEN	-	-	-	-	-	0	2 NEAL	-	+	+	+	+	80
▼ 14 ESHOO	+	+	+	+	+	100	8 ROWLAND	-	-	-	?	25	3 Blute	-	-	+	+	+	60	
▼ 15 MINETA	+	+	+	+	+	100	9 DEAL	-	-	-	-	-	20	▼ 4 FRANK	+	+	+	+	+	100
▼ 16 EDWARDS, D.	+	+	+	+	+	100	▼ 10 JOHNSON, D.	+	+	+	+	-	60	5 MEEHAN	+	+	+	+	+	100
▼ 17 FARR	+	+	+	+	+	100	▼ 11 MCKINNEY	+	+	+	+	+	100	6 Torkildsen	-	+	+	+	+	80
18 CONDIT	-	+	+	+	+	80								▼ 7 MARKEY	+	+	+	+	+	100
19 LEHMAN	+	-	+	+	+	80	Guam							▼ 8 KENNEDY, J.	+	+	+	+	+	100
20 DOOLEY	+	+	+	-	+	80	▼ AL UNDERWOOD	-	?	+	+	+	75	9 MOAKLEY	?	+	+	+	+	100
21 Thomas, W.	-	-	-	-	-	20								▼ 10 STUDDS	+	+	+	+	+	100
▼ 22 Huffington	-	+	+	?	?	67	Hawaii							Michigan						
23 Gallegly	-	-	?	-	-	0	▼ 1 ABERCROMBIE	+	+	+	+	+	100	1 STUPAK	-	-	+	+	-	40
▼ 24 BEILENSEN	+	+	+	+	+	100	▼ 2 MINK	+	+	+	+	+	100	2 Hoekstra	-	-	-	-	-	0
25 McKeon	-	-	-	-	-	0								3 Ehlers	1	1	-	-	-	0
▼ 26 BERMAN	+	+	?	+	+	100	Idaho							4 Henry	?	1	1	1	1	0
27 Moorhead	-	-	-	-	-	0	1 LAROCCO	+	+	+	+	+	100	5 Camp	-	-	-	-	-	20
28 Dreier	-	-	-	-	-	0	2 Crapo	-	-	-	-	-	0	▼ 6 BARCIA	-	-	-	-	-	20
▼ 29 WAXMAN	+	+	+	+	+	100								6 Upton	-	-	-	+	-	0
▼ 30 BECERRA	+	+	+	?	+	100	Illinois							7 Smith, Ni.	-	-	-	-	-	0
▼ 31 MARTINEZ	+	+	+	?	-	75	▼ 1 RUSH	+	+	+	+	+	100	▼ 8 CARR	+	+	+	+	+	80
▼ 32 DIXON	+	+	+	+	+	100	▼ 2 REYNOLDS	+	+	+	+	+	100	▼ 9 KILDEE	-	+	+	+	+	80
▼ 33 ROYBAL-ALLARD	+	+	+	+	+	100	▼ 3 LIPINSKI	-	-	-	-	-	20	▼ 10 BONIOR	-	+	+	+	+	80
▼ 34 TORRES	+	+	+	+	+	100	▼ 4 GUTIERREZ	-	+	+	+	+	80	11 Knollenberg	-	-	-	-	-	0
▼ 35 WATERS	+	+	+	+	+	100	5 ROSTENKOWSKI	-	+	+	+	+	0	▼ 12 LEVIN, S.	+	+	+	+	+	100
▼ 36 HARMAN	+	+	+	+	+	100	6 Hyde	-	-	-	-	-	0	▼ 13 FORD, W.	+	+	+	?	?	100
▼ 37 TUCKER	+	+	+	+	-	80	▼ 7 COLLINS, C.	+	+	+	+	+	100	▼ 14 CONYERS	+	?	+	+	+	100
38 Horn	+	+	+	+	-	80	8 Crane	-	-	-	-	-	0	▼ 15 COLLINS, B.R.	+	+	+	+	+	100
39 Royce	-	-	-	?	-	0	▼ 9 YATES	+	+	+	+	+	100	16 DINGELL	+	-	+	+	-	60
40 Lewis, Je.	-	-	-	-	-	0	10 Porter	-	-	-	-	-	0	Minnesota						
▼ 41 Kim	-	-	-	-	-	0	11 SANGMEISTER	-	-	-	-	-	20	1 PENNY	-	+	+	+	-	60
▼ 42 BROWN, G.	+	+	+	+	+	100	12 COSTELLO	-	-	-	+	-	20	2 MINGE	?	+	+	+	-	75
43 Calvert	-	-	-	?	-	0	13 Fawell	-	-	-	-	-	0	3 Ramstad	-	-	-	-	-	0
44 McCandless	-	-	+	-	-	20	14 Hastert	-	-	-	-	-	0	▼ 4 VENTO	+	+	+	+	+	100
45 Rohrabacher	-	-	+	-	+	40	15 Ewing	-	-	-	-	-	0	▼ 5 SABO	+	+	+	+	+	100
46 Dornan	-	-	-	-	-	0	▼ 16 MANZULLO	-	-	-	-	-	0	6 Grams	-	-	-	-	-	20
47 Cox	-	-	-	-	-	0	17 EVANS	+	+	+	+	+	100	7 PETERSON, C.	-	-	+	?	+	75
48 Packard	-	-	-	-	-	0	18 Michel	-	-	-	-	-	0	1 WHITTEN	-	-	-	?	-	0
▼ 49 SCHENK	+	+	+	+	+	100	19 POSHARD	-	-	-	-	-	20	2 THOMPSON	+	+	+	+	+	100
▼ 50 FILNER	+	+	+	+	+	100	20 DURBIN	-	+	+	+	+	80	3 MONTGOMERY	-	-	-	-	-	0
51 Cunningham	-	-	-	-	-	0								4 PARKER	-	-	-	-	-	0
52 Hunter	-	-	-	-	-	0	Indiana							5 TAYLOR	-	-	-	-	-	0
							1 VISCLOSKEY	-	+	+	-	+	60	Mississippi						
Colorado							▼ 2 SHARP	-	+	+	+	+	80	1 WHITTEN	-	-	-	?	-	0
▼ 1 SCHROEDER	+	+	+	+	+	100	3 ROEMER	-	-	+	-	+	20	2 THOMPSON	+	+	+	+	+	100
▼ 2 SKAGGS	+	+	+	+	+	100	4 LONG	-	-	-	+	-	0	3 MONTGOMERY	-	-	-	-	-	0
3 McClinnis	-	-	-	-	-	0	5 Buyer	-	-	-	-	-	0	4 PARKER	-	-	-	-	-</	

House of Representatives (continued)

	1	2	3	4	5	%		1	2	3	4	5	%		1	2	3	4	5	%	
▼ 5 WHEAT	+	+	+	+	+	100	3 HALL, T.	-	-	+	-	-	20	9 BROOKS	+	-	+	+	+	80	
6 DANNER	-	-	-	+	-	20	4 Oxley	-	-	-	-	-	0	10 PICKLE	+	+	?	+	+	75	
7 Hancock	-	-	-	-	-	0	5 Gillmor	-	-	-	+	-	20	11 EDWARDS, C.	-	-	-	+	-	20	
8 Emerson	-	-	-	-	-	0	6 STRICKLAND	+	+	+	+	+	100	12 GEREN	-	-	-	-	-	0	
9 VOLKMER	-	-	-	-	-	0	7 Hobson	-	-	+	+	-	40	13 SARPALIUS	-	-	-	-	-	20	
Montana							8 Boehner	-	-	-	-	-	0	14 LAUGHLIN	-	-	-	-	?	0	
AL WILLIAMS	+	-	+	+	+	80	9 KAPTUR	-	-	+	+	-	40	15 DE LA GARZA	-	-	+	+	-	40	
Nebraska							▼ 10 Hoke	-	-	+	-	-	20	▼ 16 COLEMAN	+	-	+	+	-	60	
1 Bereuter	-	-	+	-	-	20	▼ 11 STOKES	+	+	+	+	+	100	17 STENHOLM	-	-	-	-	-	0	
2 HOAGLAND	-	+	+	+	+	80	12 Kasich	-	-	-	-	-	0	▼ 18 WASHINGTON	+	+	+	?	+	100	
3 Barrett, B.	-	-	-	-	-	0	13 BROWN, S.	-	+	+	+	+	80	19 Combest	-	-	-	-	-	0	
Nevada							▼ 14 SAWYER	+	+	+	+	+	100	▼ 20 GONZALEZ	+	+	+	+	+	100	
▼ 1 BILBRY	-	-	+	+	+	60	15 Pryce	-	-	-	-	-	0	21 Smith, L.	-	-	?	-	-	0	
2 Vucanovich	-	-	-	-	-	0	16 Regula	-	-	-	-	-	0	22 DeLay	-	-	-	-	-	0	
New Hampshire							▼ 17 TRAFICANT	+	-	-	+	-	40	23 Bonilla	-	-	-	-	-	0	
1 Zeliff	-	-	-	-	-	0	▼ 18 APPELEGATE	-	+	-	+	-	40	24 FROST	+	-	+	-	-	40	
2 SWETT	-	+	+	-	-	40	▼ 19 FINGERHUT	+	+	+	+	+	100	25 ANDREWS, M.	+	-	-	-	-	20	
New Jersey							Oklahoma							26 Arney	-	-	-	-	-	0	
1 ANDREWS, R.	+	-	?	-	+	50	1 Inhofe	-	-	-	-	-	0	27 ORTIZ	-	-	-	-	-	0	
2 HUGHES	-	-	-	+	+	60	2 SYNAR	+	+	+	+	+	100	28 TEJEDA	-	-	-	-	-	0	
3 Saxton	-	-	-	-	-	0	3 BREWSTER	-	-	-	-	-	0	29 GREEN	+	+	+	+	+	100	
4 Smith, C.	-	-	-	-	-	0	4 MCCURDY	+	-	-	?	? 67	30 JOHNSON, E.	+	+	+	+	+	100		
5 Roukema	+	-	-	-	-	20	5 Istook	-	-	-	-	-	0	Utah							
▼ 6 PALLONE	+	+	+	+	+	100	6 Lucas	1	1	1	-	-	0	1 Hansen	-	-	-	-	-	0	
7 Franks, B.	+	-	-	-	-	40	ENGLISH, G.	-	-	1	1	1	0	2 SHEPHERD	+	+	+	+	+	80	
8 KLEIN	+	-	-	+	+	80	Oregon							3 ORTON	-	-	+	+	-	40	
▼ 9 TORRICELLI	+	+	?	+	+	100	▼ 1 FURSE	+	+	+	+	+	100	Vermont							
▼ 10 PAYNE, D.	+	+	+	+	+	100	▼ 2 Smith, B.	-	-	-	?	-	0	▼ AL Sanders (I)	+	+	+	+	+	100	
11 Gallo	-	-	?	-	?	0	▼ 3 WYDEN	+	+	+	+	+	100	Virgin Islands							
12 Zimmer	+	-	-	-	-	20	▼ 4 DEFAZIO	+	+	+	+	+	100	▼ AL DE LUGO	+	+	+	+	+	100	
▼ 13 MENENDEZ	+	+	+	+	+	100	▼ 5 KOPETSKI	+	+	+	+	+	100	Virginia							
New Mexico							Pennsylvania							1 Bateman	-	-	-	-	-	0	
1 Schiff	-	-	-	-	+	20	▼ 1 FOGLIETTA	+	+	+	?	+	100	2 PICKETT	+	-	-	-	-	20	
2 Skeen	?	-	-	-	-	0	▼ 2 BLACKWELL	+	+	?	+	+	100	3 SCOTT	+	+	+	?	+	100	
▼ 3 RICHARDSON	+	+	+	+	+	100	3 BORSKI	-	+	+	+	+	60	4 SISISKY	+	-	-	-	-	20	
New York							4 KLINK	-	-	-	-	-	20	5 PAYNE, L.	-	-	-	-	-	0	
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2 Lazio	-	-	+	+	-	40	6 HOLDEN	-	-	-	-	-	0	7 Bliley	-	-	-	-	-	0	
3 King	-	-	-	-	-	0	7 Weldon	-	-	?	-	-	0	▼ 8 MORAN	+	+	+	+	+	100	
4 Levy	-	-	-	-	-	0	8 Greenwood	+	-	?	+	-	50	9 BOUCHER	+	+	+	+	+	60	
▼ 5 ACKERMAN	+	+	+	+	+	100	9 Shuster	-	-	-	-	-	0	10 Wolf	-	-	-	-	-	0	
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▼ 10 TOWNS	+	+	+	+	+	100	▼ 14 COYNE	+	+	+	+	+	100	▼ 3 UNSOELD	+	+	+	+	+	100	
▼ 11 OWENS	+	?	+	+	+	100	15 MCHALE	-	-	+	-	-	20	4 INSLEE	+	+	+	+	-	80	
▼ 12 VELAZQUEZ	+	+	+	+	+	100	16 Walker	-	-	-	-	-	0	5 FOLEY	+	S	S	S	S	100	
13 Molinari	+	-	-	+	-	40	17 Gekas	-	-	-	-	-	0	▼ 6 DICKS	+	+	+	+	+	100	
▼ 14 MALONEY	+	+	+	+	+	100	18 Santorum	-	-	-	-	-	0	▼ 7 MCDERMOTT	+	+	+	+	+	100	
▼ 15 RANGEL	+	+	+	+	+	100	19 Goodling	-	-	-	-	-	0	8 Dunn	-	-	-	-	-	0	
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25 Walsh	-	-	-	-	-	0	▼ 2 Spence	-	-	-	-	-	0	4 KLECZKA	-	+	+	+	+	60	
▼ 26 HINCHEY	+	+	+	+	+	100	3 DERRICK	+	-	?	+	+	75	▼ 5 BARRETT, T.	+	+	+	+	+	80	
27 Paxon	-	-	-	-	-	0	4 Inglis	-	-	-	-	-	0	6 Petri	-	-	-	-	-	0	
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29 LAFALCE	-	-	-	+	+	20	6 CLYBURN	+	+	+	+	+	100	8 Roth	-	-	-	-	-	0	
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5 NEAL, S.	-	-	+	+	+	60	5 CLEMENT	-	-	-	-	-	0	+	Supported HRCF's Position.						
6 Coble	-	-	-	-	-	0	6 GORDON	-	-	-	+	-	20	-	Opposed HRCF's Position						
7 ROSE	+	?	+	+	-	75	7 Sundquist	-	-	-	-	-	0	?	Did not vote.						
8 HEFNER	-	-	+	+	+	40	8 TANNER	-	-	-	+	-	20	1	Ineligible Member.						
9 McMillan	?	-	?	-	-	0	9 FORD, H.	+	+	?	-	?	67	S	Speaker exercised discretion not to vote.						
10 Ballenger	-	-	-	-	-	0	Texas							%	Support percentage when voting.						
11 Taylor	-	-	-	-	-	0	1 CHAPMAN	-	-	-	-	-	0	Members are listed within states by congressional district.							
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AL POMEROY	-	-	+	+	-	40	4 HALL, R.	-	-	-	-	-	0								
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1 MANN	-	-	+	+	+	60	6 Barton	-	-	-	-	-	0								
2 Portman	-	-	-	-	-	0	7 Archer	-	-	-	-	-	0								
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CAMPAIGN★94

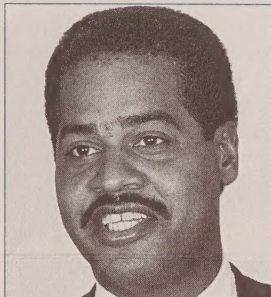
Targeted Senate Races



Joel Hyatt, (D)—Ohio

Joel Hyatt faces Lt. Governor Mike DeWine in this race to fill the seat of his father-in-law, retiring Senator Howard Metzenbaum. Hyatt is very supportive of the gay and lesbian community and has pledged to cosponsor the Employment Non-Discrimination Act if elected. Former Congressman DeWine consistently voted against the lesbian/gay community when he served in the House. There is a clear choice in this race: DeWine would work side by side with Senators Helms, Lott and Nickles to defeat progressive legislation; Hyatt will solidly support our community and work to pass legislation critical to our legislative goals. We must do all we can to see that this seat remains friendly to the lesbian/gay community in the true spirit of Howard Metzenbaum. To volunteer or make a contribution toward Joel Hyatt's election, call or write the campaign at:

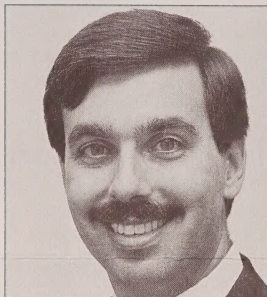
Hyatt for Senate
1360 W. 9th Street
Suite 150
Cleveland, OH 44113
(216) 575-1994



Alan Wheat, (D)—Missouri

Congressman Alan Wheat will face former Missouri Governor John Ashcroft in this race to replace retiring Senator John Danforth. Alan Wheat has a perfect voting record on lesbian/gay issues and has cosponsored lesbian and gay civil rights bills since his election to the House in 1982. If elected, he would be the first male African-American Democrat to serve in the U.S. Senate. His opponent, John Ashcroft, is a national leader of the Radical Right who has strong ties to the Christian Coalition. This is an historic opportunity to help elect a long time supporter of our community. To volunteer or make a contribution toward Sen. Alan Wheat's election to the Senate, call or write the campaign at:

Friends of Alan Wheat
8616 East 63rd Street
Kansas City, MO 64133
(816) 356-8830



Sam Coppersmith, (D)—Arizona

During his tenure in the U.S. House of Representatives Sam Coppersmith has shown outstanding leadership on our issues by publicly opposing Arizona's proposed anti-lesbian/gay initiative and by co-sponsoring the Employment Non-Discrimination Act. In the November general election, Coppersmith will be facing Republican Rep. Jon Kyl in a matchup for the seat of retiring Senator Dennis DeConcini. Kyl is a strong opponent of the lesbian/gay community and is backed by the Radical Right. Polls show this matchup to be neck and neck. To volunteer or make a contribution toward Sam Coppersmith's election to the Senate call or write the campaign at:

Coppersmith for U.S. Senate
P.O. Box 44841
Phoenix, AZ 85064
(602) 266-3990

Sample Phone Script



"Hi, I'm with the Human Rights Campaign Fund/Federal

Advocacy Network. I'm glad that _____ supports lesbian and gay equality and I would like to help elect her/him. Where do you most need volunteers?"

Sample Letter

Dear _____:

I'm a member of the Human Rights Campaign Fund/Federal Advocacy Network, and I'm glad that you support equality for lesbian and gay Americans. I have enclosed



toward your election.
Sincerely,

HRCF/FAN Member

...elect our supporters!

HRCF is active in more campaigns all over the country. Please use the enclosed Voting Record as a guide to determine which Members of Congress need your support, or call HRCF's Public Policy Department to learn if we're active in campaigns in your area.

CAMPAIGN 94

HRCF PAC

The Human Rights Campaign Fund's Political Action Committee (PAC) is HRCF's electoral arm. The PAC makes financial contributions to candidates running for the House and the Senate who support lesbian and gay civil rights and effective federal AIDS policy, and supports the reelection campaigns of our friends on the Hill. We also work with HRCF members in key congressional races around the country.

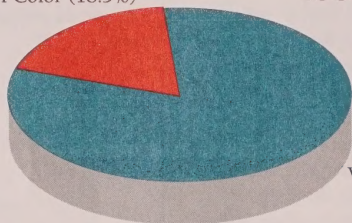
HRCF PAC is one of the largest political action committees in the country and is a critical part of our legislative strategy to

win votes on Capitol Hill by increasing the number of pro-lesbian/gay members of Congress.

So far in the 1993-94 election cycle, HRCF PAC has contributed a total of \$520,000 to 126 candidates and eight other party and political action committees, well on our way towards our goal of \$860,000 for this election cycle. The graphs here show that HRCF is in the forefront of PAC contributions to women and people of color.

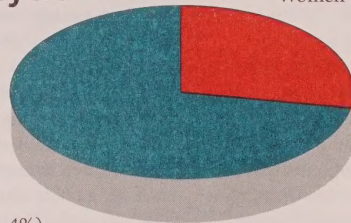
Contributions 1993/94 Election Cycle

People of Color (18.5%)



White (81.5%)

Women (28.6%)



Men (71.4%)

How You Can Help:

☐ 1. **Contact FAN:**

Contact your local FAN Coordinator or the national FAN team at HRCF to find out what local HRCF and FAN members are doing to elect or reelect HRCF-endorsed candidates. 🌟

☐ 2. **Hold a House Party:**

Hold a House Party to tell your family and friends, col-

leagues, and acquaintances why it is important to elect or reelect HRCF-endorsed candidates. Ask them to volunteer and to write a check for a campaign. Bundle the checks to deliver to the campaign. 🌟

☐ 3. **Organize a Volunteer Night:**

Work with local HRCF/FAN members to organize a weekly volunteer night at Campaign headquarters. 🌟

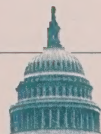
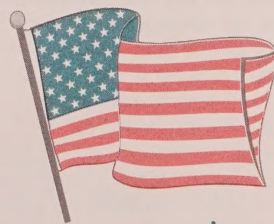
☐ 4. **Tell Everyone You Know:**

Make a point of telling your family, friends, colleagues, and acquaintances to support HRCF-endorsed candidates. 🌟

☐ 5. **Get Out The Vote:**

Ask everybody you know to reserve time on November 8th to vote and to help Get Out The Vote for HRCF-endorsed

candidates by distributing literature, making phone calls, and offering rides. 🌟



The Human Rights Campaign Fund
Federal Advocacy Network

P.O. Box 1396

Washington, DC 20013

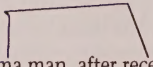




APRIL 1995

ALERT

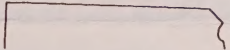
The Federal Advocacy Network is a Program of The Human Rights Campaign Fund



An Alabama man, after receiving perfect performance reviews, is fired for being gay.

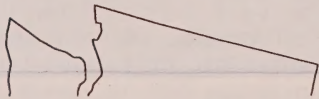


An Ohio man quits his job after facing anti-gay harassment, and having his tires slashed.

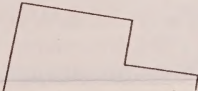


A heterosexual Kansan is denied a job when an employee suggests he is gay.

End Employment Discrimination!



A Washington woman is fired after facing anti-gay harassment on the job.



A Utah woman is fired by a new manager because she is a lesbian.



A Michigan man is demoted and loses his health insurance when his employer learns he is gay.

The Employment Non-Discrimination Act

A POSITION OF STRENGTH

In the first session of the 103rd Congress, the military debate seemed to exhaust the consideration of Congress on issues affecting gay and lesbian Americans. In 1994, a new strategy and a federal bill to prohibit job discrimination based on sexual orientation proved that we can still make advancements in Congress with a long-term and strategic approach. More Senators and Representatives cosponsored the Employment Non-Discrimination Act (ENDA) in 1994 than in the previous 15 years of the Gay and Lesbian Civil Rights Bill. Real progress has been made, and we are moving forward from a position of strength with our agenda to end anti-gay discrimination in the workplace.

Support for ENDA in Congress is intact.

In the 1994 elections, voters demonstrated that opposing discrimination is neither a Republican nor a Democratic value, but a deeply held American value. Of the 13 Senate co-sponsors of ENDA, who were up for re-election, all 13 won. Of 120 ENDA co-sponsors up for re-election in the House, 110 were re-elected, and 10 new members pledged to support the bill. Our base of support in Congress remains intact, and we are moving forward to gain new support in the 104th Congress.

Republicans and Democrats agree that job discrimination against lesbian and gay Americans is wrong - and forbid it in their own employment practices.

Majorities of both the House and Senate have gone on record opposing anti-gay job discrimination, and prohibiting it in their own employment practices. To date, 64 U.S. Senators, and 218 Representatives have said they do not discriminate in their offices on the basis of sexual orientation.

Support across America is Strong.

Regardless of party affiliation, a majority of Americans oppose anti-gay discrimination in the workplace. A 1994 Newsweek poll indicated that "74 percent of all Americans favor protecting gays from job discrimination." An HRCF sponsored poll on November 8th, 1994 showed strong support for the principle of equal rights in hiring and firing, including 64% of Republicans, 77% Democrats, and 71% of Independents polled. Support for ENDA specifically was an impressive 57%.

ENDA- We cannot retreat from anti-gay job bias.

Ending employment discrimination remains a top priority and a long-term strategy for HRCF. ENDA, having gained support from both Republicans and Democrats, is a proven survivor, and is our best strategy for advancing lesbian and gay equality. Civil rights are won through long-term strategies and agendas, and ENDA was crafted for the long haul. ENDA is our best proactive tool for promoting equality for lesbian and gay Americans. We will continue to move forward with our pro-active agenda of workplace equality, instead of allowing extremists on the right to define our agenda from day to day, around more sensationalized issues. As a member of FAN, you have an important role to play.

The Employment Non-Discrimination Act

WHAT IT DOES

The **E**mployment **N**on-**D**iscrimination **A**ct (ENDA) extends federal employment discrimination protections currently provided to all Americans on the basis of race, religion, sex, national origin, age, and disability to sexual orientation. ENDA extends fair employment practices to lesbian, gay, and heterosexual Americans. ENDA will be reintroduced in the 104th Congress, and we will continue to gather sponsors from both parties.

ENDA prohibits employers, employment agencies, and labor unions from considering sexual orientation as the basis for employment decisions, such as hiring, firing, promotion, or compensation.

Under ENDA, covered entities cannot subject an individual to different standards or treatment based on real or perceived sexual orientation, or discriminate against an individual based on sexual orientation of those with whom the individual associates.

ENDA **exempts small businesses**, as do existing civil rights laws, and does not apply to small businesses with fewer than 15 employees.

ENDA **exempts religious organizations** including educational institutions substantially controlled or supported by religious organizations.

ENDA **prohibits preferential treatment, including quotas**, based on sexual orientation.

ENDA **does not require an employer to provide benefits** for the same-sex partner of an employee.

ENDA provides for the **same remedies** (injunctive relief and damages) as permitted under Title VII of the Americans with Disabilities Act (ADA).

ENDA **applies to Congress**, with the same remedies as provided by the Civil Rights Act of 1991 and the ADA.

ENDA is not retroactive.

The Employment Non-Discrimination Act

BIPARTISAN EFFORT LAUNCHES ENDA

Republicans and Democrats in the House of Representatives, committed to ending employment discrimination, will reintroduce ENDA in the House of Representatives. If your Representative is interested in being an original cosponsor of ENDA, please contact us at 202.628.4160 and we will provide more information.

If your Senator is interested in co-sponsoring ENDA, please contact us, or your Senator can contact the offices of lead ENDA sponsors Jim Jeffords (R-Vermont) or Edward Kennedy (D-Massachusetts).

Jim Jeffords (R)

Senator Jim Jeffords, of Vermont, was elected to the Senate in 1988. He serves on the Foreign Relations, Labor & Human Resources, Special Aging, and Veterans' Affairs Committees. Senator Jeffords is known as an independent Republican who is not afraid to occasionally challenge party leaders.

Edward Kennedy (D)

Senator Edward Kennedy, of Massachusetts, was elected to Senate in 1962. He serves on the Labor & Human Resources, Armed Services, Judiciary, and Joint Economic Committees. Senator Kennedy was the lead sponsor of ENDA in the 103rd Congress, and held the first ever Senate hearings on a lesbian & gay civil rights bill.



ENDA lead sponsor, Republican Jim Jeffords (center) with HRCF political activist Nancy Buermeyer (left) and Executive Director Elizabeth Birch (right).

SAMPLE LETTER TO A MEMBER OF CONGRESS

Dear Senator/Representative:

I am writing to urge your support for the Employment Non-Discrimination Act, a bill that would end employment discrimination against gay and lesbian Americans. Currently, there is no federal law prohibiting job discrimination against lesbians and gay men.

There is broad-based support for ending employment discrimination. National polls consistently show that a majority of Americans believe gay and lesbian Americans should not face unfair discrimination in the workplace. A post-election poll showed that 64% of Republicans, 77% of Democrats, and 71% of Independents polled support the principle of equal rights in hiring and firing. Yet, every day honest, hard-working, tax-paying Americans - many with families to support - face discrimination because there is no federal law protecting them.

Discrimination hurts our economy by keeping qualified, productive individuals out of the work force. The most important criteria in employment should be individual responsibility and qualification, not sexual orientation.

I am asking you to take a stand in support of individual opportunity, and support the Employment Non-Discrimination Act. I look forward to hearing from you on this matter.

Sincerely,

SAMPLE LETTER TO THE EDITOR

Dear Editor:

Any American willing to work hard, pay taxes and be a responsible member of society should not face discrimination on the job. Discrimination violates the traditional American values of fairness and equal opportunity. Yet, gay and lesbian Americans are not protected from discrimination by existing federal laws.

Lesbians and gay men can be refused work, fired, demoted and otherwise treated unfairly for reasons that have nothing to do with job performance. This is simply not fair.

We need a national law that protects Americans from losing their jobs because they are gay or lesbian. Every time someone is fired because of prejudice we lose a productive, contributing member of society, and families often lose much-needed support. Discrimination hurts our economy, our communities, and our families.

Sincerely,

SAMPLE LETTER FROM A BUSINESS OWNER

Editor:

As a business owner, I support a federal law prohibiting employment discrimination based on sexual orientation. If America is to compete in the world market, we need the best workers possible. Discrimination is bad business.

As an employer, I welcome all qualified applicants regardless of their race, sex, religion or sexual orientation - or any other factor unrelated to their ability to do the job well. Finding good workers is difficult enough without discriminating against qualified applicants because they are gay or lesbian. If they can do the job, and do it well, I welcome them.

A federal law prohibiting anti-gay job discrimination will not burden business. Such a bill is currently before Congress, and it prohibits quotas and preferential treatment. It simply requires fairness. The Employment Non-Discrimination Act deserves the support of the business community and all Americans who believe in fair play.

Sincerely,

The Employment Non-Discrimination Act

WHAT YOU CAN DO

- 1. Contact your Representative and Senators:** Call or write you Members of Congress about ENDA. Use the sample letters in this Action Alert or compose your own. Return the response form in this Alert, and send us copies of any letters that you write.
- 2. Schedule visits with your Member of Congress:** Contact the district office of your Member of Congress, and ask to meet with them during the April recess and other times they are in the district. **Ask them to support ENDA when it is reintroduced.** When you have a meeting scheduled, call us at 202.628.4160 to discuss strategy for your Member.
- 3. Write letters to the Editor:** Write letters to the editors of your local papers in support of ENDA. Organize your friends and families to write letters as well. Send us any letters or that make it into print.
- 4. Gather letters of endorsement:** Public opinion is important in moving a Member of Congress. **Letters from your community leaders in support of ENDA are important.** Consider approaching your church, civic, and business leaders to support ENDA. Once you secure endorsements, send one copy to your Member of Congress and one to us.
- 5. Send us your stories and clippings:** We are collecting stories of anti-gay discrimination in order to make the case for federal anti-discrimination legislation. ***Please send us your personal stories or newspaper clippings about other discrimination cases in your area.***
- 6. Tell everyone you know:** Ask your friends, family, and colleagues to write or call their Senators or Representatives to voice their support for ENDA. Copy this briefing packet and share it with local newspapers, newsletters and supportive organizations.

You can contact your Representative and Senators at the following addresses:

The Honorable _____
U.S. House of Representatives
Washington, DC 20515

The Honorable _____
U.S. Senate
Washington, DC 20510

FAN RESPONSE FORM

Name _____

I wrote to: _____

Address _____

City _____

State _____ Zip _____

Phone _____ Fax _____

☐ Please note my change of address

Re: ENDA



Please return to:
The Human Rights Campaign Fund
P.O. Box 1396
Washington, DC 20013

FANews is published monthly by the Human Rights Campaign Fund. As America's largest lesbian and gay political organization, the Human Rights Campaign Fund fights to end discrimination based on sexual orientation and to protect the safety and health of lesbians, gay men and bisexuals. We invite all gay, lesbian and bisexual Americans who are concerned about their rights, safety and health to join us. We also encourage and appreciate membership support from non-gay supporters — our families, friends, co-workers and neighbors.

Please direct all inquiries, contributions, and changes of address to: HRCF, P.O. Box 1396, Washington, DC 20077-4462 or (202) 628-4160.





ALERT

News from the UFMCC
on AIDS Legislation, Education, Research and Treatment.

April 1995

AIDS Ministry at Joy MCC, Orlando, Florida

Patrick Blake is the AIDS and Health Ministry Coordinator of Joy Metropolitan Community Church in Orlando, Florida. Diagnosed for five years as HIV positive, he attended a seminar at King of Peace MCC in St. Petersburg by Rev. Steve Pieters several years ago. From that experience, he was inspired to start a Spiritual Strength for Survival group at Joy MCC, and within a year, eighty people had been through the group. In 1994, the numbers jumped to 300 in two different support groups. Patrick is hoping to have eighteen groups by the end of this year, dealing with all kinds of different health issues. A group for women is starting up, and there will soon be groups targeting Hispanics and African Americans. Patrick will soon start a Spiritual Strength for Survival group in a nearby state prison.

Joy MCC has a long history of AIDS Ministry. In the early eighties, the church gave birth to the first AIDS service organization in Orlando, Centaur, Inc. The church is still involved, doing "a lot of outreach and education through them," according to Blake.



Mr. Patrick Blake

Today, the AIDS and Health Ministry of Joy MCC is run out of the Bailey Center, a two-story house right on the church property. It is named for a former client, David Bailey, who left money to support an AIDS Ministry at Joy MCC.

Patrick reports there are two volunteers helping sort through grant procedures, answer phones, remodel the

building, and keep files and records. They currently have "two phone lines and one computer," he proudly notes. Also, Dorothy Kuhlman works out of the Bailey Center as a nursing home liaison, making sure patients' needs are met as they deal with case managers, hospitals, and nursing home bureaucracies. She developed this program "because it was needed." Her position is funded through Ryan White funding. They have also established a memorial garden, where family can mount plaques to remember their loved ones.

The AIDS and Health Ministry runs a food bank as part of its support services. The number of people served doubled between 1993 and 1994, and they currently serve 700.

In educational services, the church offers "Loving Me, Loving Myself" to the community, a workshop designed to help people "take care of their Christian sense of self." Patrick also distributes education and prevention information

(Joy MCC, page 2)

AIDS Ministry Plans for General Conference

UFMCC AIDS Ministry has a full program of activities planned for General Conference XVII in Atlanta, Georgia, July 23-30, 1995. HIV/AIDS will be one of three tracks in Health and Wholeness Programming. The other two tracks will deal with alcohol/substance abuse, (organized by Rev. Eleanor Nealy) and women's and men's non-HIV-related health issues (organized by Rev. Dr. Lori Dick).

In HIV/AIDS programming, noted writer and gay activist Eric Rofes will speak at a plenary session regarding, "The Role MCC Can Play in HIV Risk Reduction." Rofes will also be facilitating groups of "Men Talking About Sex," a program which has been highly successful at MCC San Francisco.

Since Atlanta is the home of the U.S. Centers for Disease Control and Prevention (CDC), UFMCC AIDS Ministry will take full advantage of this opportunity, and HIV prevention

(AIDS Ministry - General Conference, page 2)

New Publishing Schedule For ALERT

The UFMCC AIDS Ministry Task Force has decided to make ALERT a quarterly publication. For the last seven and a half years, ALERT has been published (almost) monthly. The April, 1995 edition will be the last monthly issue of ALERT. The next issue of ALERT will be published in July, 1995.

Readers will receive ALERT in January, April, July, and October. During other months, information regarding HIV/AIDS issues will be included in Keeping in Touch, the official monthly publication of the Universal Fellowship of Metropolitan Community Churches.

Individuals who currently receive ALERT, but not Keeping in Touch, will be added to the Keeping in Touch mailing list. However, agencies, organizations, libraries, and other institutions will continue to receive only ALERT.

(New Schedule for ALERT, page 2)

AIDS Ministry-General Conference

(continued from page 1)

will be a recurring theme at this year's General Conference. Harold W. Jaffe, M.D., and Dawn Smith, M.D., will be delivering a medical update, with Dr. Jaffe focusing on trends in the HIV/AIDS epidemic, and Dawn Smith looking at HIV issues for women. Dr. Jaffe is the Director of the Division of HIV/AIDS of the National Center for Infectious Diseases at the CDC. Dr. Smith is a highly respected researcher in women's health issues at the CDC.

Dr. James W. Curran, M.D., will be the keynote speaker at the AIDS Ministry Luncheon. Dr. Curran is the Assistant Surgeon General of the U.S. Public Health Service, as well as Associate Director for HIV/AIDS and Director of the Office of HIV/AIDS at the CDC.

There will be a number of AIDS Ministry workshops throughout the week:

♦ Noted Los Angeles

psychologist Sandy Jacoby Klein will teach "AIDS-related Multiple Loss Syndrome."

♦ Rev. Paul Tucker will offer a workshop based on his AIDS Ministry manual, "Christian Caring."

♦ Rev. Evan LeBlanc will teach "Home and Hospital Visitation."

♦ Rev. Steve Pieters will repeat the successful "How to do a Spiritual Strength For Survival Support Group."

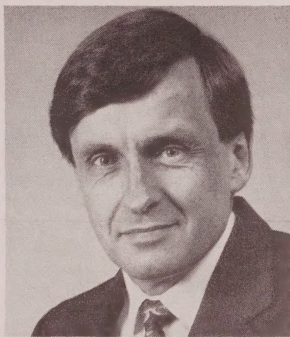
♦ Allison Arngim, Bob Schoonover, Wendy Arnold, and Rev. Pieters will present a "how-to" workshop on the new Peer Education Program for MCC youth.

♦ Rev. Alan Eddington will offer a workshop on church programming for HIV negative men.

Once again, there will be a daily Spiritual Strength for Survival Support Group for persons living with HIV/AIDS. Rev. Pieters, along with Deacon Tad Lincoln from Christ MCC in Miami, will co-facilitate the group.

There will also be a gathering for those who work as HIV/AIDS ministry staff in local churches. Ms. Jane Rogers and Mr. Larry Young, both members of the UFMCC AIDS Minis-

try Long-Range Planning Task Force, will be assisting Rev. Pieters in coordinating the AIDS Ministry activities at General Conference XVII. ▼



Dr. James W. Curran



Dr. Harold Jaffe

NMAC Produces Finance Manual

The U.S. National Minority AIDS Council (NMAC) has published a new *Finance Manual*. According to the authors, "this handbook is not directed mainly at accountants or staff directly involved with accounting. This handbook is for executive directors, program managers, and board members who are responsible for crafting financial strategy, for ensuring financial accountability, and for monitoring financial and program performance."

Paul Kawata, Executive Director of NMAC writes, "The purpose of this Financial Management Manual is to provide one more tool for community based organizations to manage the complexities of financial systems. We wanted to provide a quick reference for managers and board members without financial experience to use in all aspects of strategic planning and program administration."

For information on this manual and other technical assistance, write to NMAC at 300 Eye St., NE, Suite 400, Washington, DC 20002-4389, call 202/544-1076, or fax 202/544-0378. UFMCC is a member organization of NMAC. ▼

New Schedule for ALERT

(continued from page 1)

In its quarterly editions, ALERT will continue to publish information on research and treatment, education and prevention, and public policy issues. In months when there is no ALERT, Keeping in Touch will carry articles about local churches' AIDS ministries, personal stories, and information on resources, conferences, and other educational opportunities.

This change in ALERT's production schedule will give the Field Director of UFMCC AIDS Ministry more time to create resources for local churches and districts. The decision was also based on budgetary concerns, as well as on the Task Force's discussion about the ALERT Readers' Survey responses. It is hoped that with this new publication schedule, we will be balancing the needs of those who value treatment information, as well as resolving some budget issues. ▼

Joy MCC

(continued from page 1)

at gay bars and clubs. Orlando is one of the leading vacation destinations in the world, and he reports that gay men love to come there to escape the realities of their lives. He says prevention efforts are "very frustrating" in that environment. Most recently, he has received permission to reprint and distribute "Tribal Writes: Unsafe Sex is Killing Us," by Connie Norman from the March 1995 ALERT.

While all this activity is providing badly needed services for persons with HIV/AIDS in Orlando, it is difficult to find financial support for this ministry. Patrick and his volunteers are focusing on grant-writing, and he is quick to take this opportunity to ask for help: anyone who has any information about how to obtain grants and grant information are urged to call Patrick at 407/898-3335 or 898-3418.

Rev. Jimmy Brock, the pastor of Joy MCC, does many hospital calls every week, according to Patrick. It is obvious that Rev. Brock is a tremendous support for the ministry, as well as for Patrick: "He's my friend, a colleague I can talk to and cry with, and he's my spiritual guide." ▼

The "Mainstreaming" of Viatical Settlements

By John Banks, CEO of Viaticus, Inc.

[Editor's note: The following article was written by the CEO of the first viatical settlement company owned by a major life insurance company. The company, Viaticus, Inc., which is owned by CNA Financial Corp. (parent of CNA Insurance Company), brings institutional-scale capital to the industry and eliminates the need to "raise money" or find individual investors for policies. The company holds all policies they purchase as a large corporate portfolio.]

While many persons living with HIV/AIDS have benefitted from viatical settlements, there have been questions about the ethics of this practice. Are investors trading in death? Are they taking advantage of people who are dying? What happens to the survivors who are left to pay someone's final expenses without a life insurance settlement?

We offer this article in the spirit of education and awareness, and hope that it stirs discussion of the ethical issues involved in viatical settlements.]

Viatical settlements allow life insurance policyholders with life threatening illnesses to sell their policies to third parties -- "viatical settlement companies" -- at a discount on the policy's face value. This process allows individuals access to financial resources at a critical time of need, for medical or other daily living expenses.

A Brief History of Viatical Settlements

Private "viatical settlements" among family members or acquaintances have probably gone on quietly for years. It was not until the late 1980's that the service was first offered commercially in the U.S. The term "viatical settlement" is derived from the Latin word *viaticum*, meaning "provision for a journey."

When this option first began to take hold in the U.S., the viatical settlement business existed more as an informal network than a regulated financial service. Some firms were little more than speculative ventures, sometimes without the capital resources necessary to ensure fair, timely payouts to terminally ill patients.

The first viatical settlement companies primarily served the AIDS community, which did much to publicize the service. However, today, individuals diagnosed with cancer, heart disease, or other life threatening conditions also use this financial service. Health care workers and patient advocates have been very positive on the many benefits a viatical settlement can bring to their patients. These professionals realize that relief from pressing financial burdens can often help a patient regain financial control and hope in their life.

How Viatical Settlements Work

If a person has been diagnosed with a life threatening illness and his or her life insurance policy has been in force beyond the contestable period (generally two years), he or she may be eligible for a viatical settlement. As long as ownership can be transferred, almost any type of policy can be viaticalized, be it term, whole or universal life, or even an employer group policy.

The payout depends on several factors, primarily the projected life expectancy of the patient, but also including the cost of future premium obligations, policy loan payments, and prevailing interest rates. Under current industry guidelines, promulgated by the National Association of Insurance Commissioners (NAIC) viators receive between 50% to 80% of face value.

Viatical Settlements vs. the ADB

As an option for life insurance policyholders, viatical settlements differ from the accelerated death benefit (ADB) rider in several important ways. An ADB is issued by a specific insurance company for only the policies it writes, and often for very specific diseases.

On the other hand, viatical settlements are very flexible, can be offered for life expectancies of three years or more, and most viatical settlement companies will purchase policies issued by any creditworthy life insurance company.

Soaring Health Care Costs Drive Demand

The major attraction of the viatical settlement to those with life threatening conditions is the ability to tap significant financial resources when they are most needed -- particularly to pay for very expensive medical bills not covered by their medical plan. The soaring cost of health care in the last few decades is well documented: in 1965, the per capita medical expenditure was \$205, representing 5.9% of the GNP; by 1990, that figure had jumped to \$2,511 per person, or 12% of the GNP. Americans currently spend about \$900 billion on health care.

In the case of a long-term and/or terminal illness, the costs for hospitalization, treatment, home care, and other expenses can be staggering. Health insurance, Medicare, and Medicaid may not be sufficient in many cases.

Given that a seriously ill person can no longer work and usually has significant financial obligations, such situations can ravage an individual's or family's life savings. In fact, it is estimated that two-thirds of American families would soon be financially distressed if the head of the household were to become seriously ill.

Across the country, insurance professionals and health care providers are helping spread the word on the value of viatical settlements. For example, in Southern California, a large insurance organization is conducting seminars at hospitals and nursing homes in conjunction with financial planning seminars. Orin Richards, President of Program Insurance Marketing and a leading life insurance agent in the region, states that there is tremendous interest in this service as a way to regain financial control and restore hope in one's life.

Industry Regulation Now Emerging

As the viatical settlement industry moves into the mainstream of insurance products, there is now a move toward increased government oversight and regulation. Many viatical settlement companies welcome the trend, believing that responsible regulation of viatical settlements is in the best interest of viators, their families, and the viatical settlement industry.

In December 1993, the National Association of Insurance Commissioners (NAIC) adopted the Viatical Settlement Model Act and drafted a Model Regulation to guide the viatical settlement business. Viatical settlement industry leaders worked with the NAIC to develop both the Act and the Regulation to assist state regulators in this area.

Among the purposes of the NAIC model law are to ensure that viatical settlement companies inform patients of the implications of the viatical settlement, and to provide guidelines for fair payments to policyholders.

("Mainstreaming"..., page 4)

Black Church National Training Conference on HIV/AIDS

The Balm of Gilead, Inc., in partnership with The Congress of National Black Churches, presents the second bi-annual Black Church National Education and Leadership Training Conference on HIV/AIDS. The conference will be held at Howard University School of Divinity in Washington, DC, on May 22-24, 1995.

Pernessa Seele, Founder/CEO of Balm of Gilead, Inc., writes, "The Black Church National Education and Leadership Training Conference on HIV/AIDS provides education, skill building, and leadership empowerment to leaders in the African American church community and to educators who seek

to understand how to effectively reach out to and strengthen the HIV/AIDS education resources of African American churches."

Rev. Herbert Evans, a member of the UFMCC AIDS Ministry Long Range Planning Task Force, will be moderating a panel discussion on "The Faces of HIV/AIDS." Other highlights of the conference will be "Addressing HIV/AIDS in Your Church's Prison Ministry," "Black Theology Addressing HIV/AIDS," "A Time For Healing: the Black Gay and Lesbian Community and the Black Church," "Faith In Action: Developing a Pro-Active Church HIV/AIDS Policy," "How to Engage Black Churches in the

Fight Against HIV/AIDS," and "Developing Sermons on HIV/AIDS," taught by Rev. Dr. James A. Forbes of The Riverside Church in New York.

Conference registration and information may be obtained from The Balm of Gilead, Inc., 130 W. 42nd Street, Suite 1300, New York, NY 10036, telephone 212/730-7381. Registration costs vary from \$90 "early bird special" for just one day, to \$300 "full package" registrations received after May 10. Group rates of \$240 per person for the full package are available for churches/organizations of three or more persons attending. ▼

Learning to Live With Herpes and HIV

Learning to Live With Herpes Viruses and HIV, and Questions & Answers About Genital Herpes and Shingles are a videotape and brochure, respectively, which address concerns people with HIV may have about genital herpes and herpes zoster (shingles).

Copies may be obtained from:

Burroughs Wellcome Company
303 Cornwallis Road
P O Box 12700

Research Triangle Park, NC
27709-2700

Call 800/722-9292 (Ext. 54511) and refer to number Y05973 for the video and/or number Y06343 for the brochure. ▼

Planning Guide For Parents With HIV

Because You Love Them: A Parent's Planning Guide, released on World AIDS Day '94, helps parents with HIV disease and those with other life-threatening illnesses plan for their children's future. Parents can use this workbook by themselves or with the help of professionals in either counseling sessions or support groups.

This resource tool also assists professionals to engage parents in the process of early and continuous planning. Copies of the guide are available for a nominal shipping and handling fee from the National AIDS Clearinghouse, 800-458-5231. If you are interested in receiving over 200 copies, contact Lisa Merkel-Holguin at the Child Welfare League of America, phone 202-942-0266. ▼

Rev. Pilot Appointed To Chair College's AIDS Task Force

Rev. Kenneth E. Pilot, pastor of MCC Living Faith, St. Louis, Missouri, and Assistant District Coordinator of the Mid-Central District, has recently been appointed as Chairperson of St. Louis Community College's AIDS Task Force. Rev. Pilot works as the Manager of Employment and ADA Coordinator for the college, the twenty-third largest institution of higher learning in the U.S.

The Task Force, whose work is focused on both staff and students, has been charged with recommending policy and administrative procedures, coordi-

nating HIV/AIDS awareness/education activities, HIV testing, and coordinating efforts with community organizations. Rev. Pilot has recently facilitated the development of a proposal for a broad-based program of awareness/education to incorporate all major divisions of the College including academic, student activities, risk management, and support services. He has been scheduled to make a formal presentation on the proposal to the Chancellor and college administration sometime in the near future. ▼

"Mainstreaming"...

(continued from page 3)

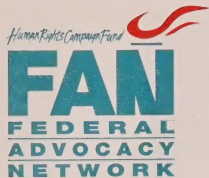
The act directly addresses many of the early reported abuses of the viatical settlement service, including the need for clear disclosure of information that will enable the patient to make a fully informed decision.

The Need For Financial Planning

Financial counseling is key to ensure the policyholder understands all of his or her options and makes well-informed decisions. Tax implications of cashing in one's life insurance policy introduce many factors for one to fully consider. Income from the viatical settlement does not affect Medicare, however, it will likely affect the need-based eligibility for Medicaid.

Into The Mainstream

As viatical settlements increasingly are viewed as a very practical financial option, many observers say there's a synergy between life insurance and viatical settlements. Consumers can now unlock significant assets for immediate needs, which reflects another benefit in buying life insurance. ▼



Covenant Metropolitan Community Church
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Birmingham AL 35210-6473

ACTION ALERT

Human Rights Campaign Fund, P.O. Box 1396, Washington, DC 20013





ACTION ALERT

A Publication of the Human Rights Campaign Fund for the Federal Advocacy Network

August 1995

Ryan White CARE Act Needs One More Push!

The Ryan White CARE Act, which provides funds for the care and treatment of people with HIV/AIDS, passed the Senate on July 27. Many of you have been writing, calling and meeting with your Congressional delegation for months urging them to support Ryan White. Our victory in the Senate is testimony to your efforts!

However, the battle is not over. This life-saving program is due to expire in September—the House must act immediately following the August recess. We cannot let our success in the Senate be gutted by inaction in the House. It is vital that Speaker Gingrich bring the CARE Act to the floor and that the House votes for its passage without damaging amendments. Your continued efforts will give us the push we need to continue vital funding for the next five years.

Dear FAN Members,

Although it is only mid-summer, it's been as hot on Capitol Hill as it's been throughout the rest of the country. We successfully weathered our first vote of the full Senate last week when the Senate passed the Ryan White CARE Act for five more years by a vote of 97-3.

As many of you know, much of the real action was behind the scenes. The NORA (National Organizations Responding to AIDS) Coalition, led by HRCF's Winne Stachelberg, has been working since the closing days of the last Congress—1 full year—to bring this bill to the Senate for a vote. Senator Helms, among others, has worked hard to block these efforts time and again. Your many phone calls, in-district meetings and letters played an enormous role in beating the bad guys and moving this bill forward. One Senate down and one House to go!

Congress will be in recess for most of the month of August. While the dog-days of summer are upon us, we hope you'll be doggin' your U.S. Representatives to let them know how important it is that they vote to reauthorize Ryan White (without negative amendments) when they return in September. It is imperative that House action take place by September 30 in order for these vital funds to be appropriated for the next fiscal year. So climb out of the pool or emerge from the air conditioning just long enough to have those district meetings so your Community-based AIDS Service Organizations will stay cool and have the funds to provide vital medical services for another five years!

Sincerely,

Cathy Woolard

What You Can Do

Meet with your Representative during the August recess. Urge them to support reauthorization and to oppose any amendments. Follow-up with a letter. Include your name and address. Return the enclosed response form and include a copy of your letter, so that we can keep track of the letters received by Members of Congress.

77 percent of
Americans
polled favor
increasing or main-
taining federal fund-
ing for AIDS care.

Get Your VCR Ready!

Last month we told you about our new video and brochure which features Members of Congress offering tips on lobbying. Many of you have already scheduled meetings and received your videos. For those of you who have just scheduled your meeting, call us at 202.628.4160 and get your VCR ready! We'll send your video as soon as we hear from you!

FAN Super Star!

Illinois District 7 Coordinator, Bruce Lederman, was instrumental in getting Rep. Cardiss Collins to cosponsor ENDA. After three days of concentrated efforts, including numerous constituent phone calls and follow-up from a previous lobby visit, Rep. Collins signed onto ENDA. Thanks to Bruce and all of our FAN members who helped in this effort!

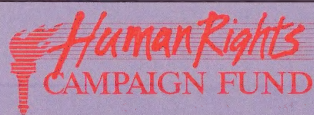
Extra Credit

June 3 marked yet another annual Gay Day at Disney World. Unlike past years, park officials didn't feel obligated to post announcements informing the general public. This represents a step forward in equal treatment. You may send your thanks to:

Walt Disney World Co.
P.O. Box 10000
Lake Buena Vista, FL 32830-1000

HRCF Co-Sponsors Activate U! In Florida

Florida activists can take part in an advocacy skills building conference that will focus on HIV/AIDS issues. The conference is Friday August 18th, from 9 am to 5 pm in St. Petersburg. Registration is \$10 and includes meals. For more information, you may call Lisa Fisher at the Tampa AIDS Network, (813) 979-1919. HRCF's Kevin Layton and Cathy Woolard will be present at the training and look forward to seeing you.



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The Human Rights Campaign Fund
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FAN RESPONSE FORM

Name: _____ I wrote to: _____

Address: _____

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Phone: _____ Fax: _____

() Please note my change of address

Re: Care Act in the House
Please copy the front page before clipping form
Please return to The Human Rights Campaign Fund
P.O. Box 1396 Washington, DC 20013

Urgent Action Alert for Mumia Abu-Jamal

Call on the PA Supreme Court to Stay the Execution

Mumia Abu-Jamal will be executed on August 17, 1995, unless we act now.

On July 12, Mumia appeared before Court of Common Pleas Judge Albert F. Sabo, his original trial judge, to request Sabo's recusal (removal) and a stay of the August 17 execution. Sabo denied the recusal motion and delayed making a decision on the stay of execution. On Friday, June 14, Sabo again refused to rule on the stay and, at the D.A.'s urging, scheduled a hearing on Mumia's Post-Conviction Review Appeal (PCRA) for the following Tuesday, July 18. Such a truncated timeline is unprecedented, violates local procedures and denies the defense critical preparation time and discovery. Even Pennsylvania's Senator (and former Philadelphia District Attorney) Arlen Specter, speaking before the Republican National Committee on July 15, acknowledged that holding the hearing on July 18 did not provide a "sufficient interval for review of documents and preparation."

The D.A. did not even file its response to Mumia's nearly 500-page PCRA petition until 1 p.m. on July 17. This gave the defense less than 24 hours to review the response before proceeding with the hearing on July 18. Further, at the hearing on July 18, the prosecutor announced it had subpoenaed all the defense's witnesses and asked Sabo to issue an arrest warrant for one witness who had failed to show up that day!

We now know why Judge Sabo is known among members of Philadelphia's defense bar as a "prosecutor in robes." Sabo has sentenced *more than twice* as many people to death (32 total) than any other judge in the country - all but two of whom were people of color.* Mumia is one of 24 people currently on death row in Pennsylvania whose PCRA can be heard by Sabo. Demand that the PA Supreme Court remove Sabo now!

Call/fax/write the Pennsylvania Supreme Court

On July 17 & 18, Mumia's attorneys went to the Pennsylvania Supreme Court to get a stay of execution and to intervene and review Sabo's actions. On July 18, the Court issued a stay of the proceedings, postponing the hearing in Sabo's court until July 26. This is an important first step, but we also need to urge them to:

Grant Mumia a stay!

A stay is the first step to a full and fair hearing of his petition for a new trial. Urge the Supreme Court to grant Mumia a stay immediately. Mumia's fate cannot be left to the whim of Judge Sabo.

Remove Sabo from Mumia's appeal and retire him for good!

The Court has the power to overturn Sabo's denial of Mumia's recusal motion. Further, at age 74, Sabo is formally retired and serves by a special designation of the Pennsylvania Supreme Court. Every 30 days the Court must issue a letter renewing Sabo's authorization to hear cases. Tell the Court not to renew his authorization and retire him for good! Sabo's recent handling of Mumia's case and his record demonstrate that he is unfit to sit on Mumia's or any other capital appeal.

Chief Justice Robert N.C. Nix
Pennsylvania Supreme Court
215-560-3071 (phone), 215-560-6388 (fax)
Suite 500, Widener Bldg.
One South Penn Square
Philadelphia, PA 19107

Justice Ralph J. Cappy
Pennsylvania Supreme Court
412-565-2700 (phone)
215-560-6388 (fax)
3130 One Oxford Court
Pittsburgh, PA 15219

* Contact Equal Justice USA for a copy of its report, *Philadelphia's Judge Sabo: The Judge Who Became Death Row's King*

Larger - item
action: contact
Gov. Ridge
717-787-2500
fax 783-3369

